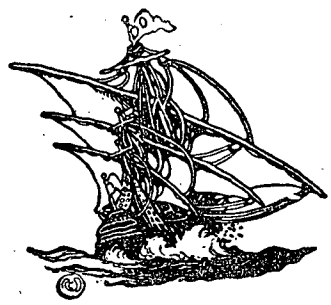
THE SURVEY
MIDMONTHLY
MAY 15, 1929



Miners and Doles
By S. K. Ratcliffe

Racketeering Doctors
By Mary Ross

A Quarter Century of Health
By Edward T. Devine

Silliness and Sex
Social Workers' Salaries
Children Who Are Chronically Sick
City Negroes and Jobs
Personality

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THE SURVEY

Midmonthly Number

Vol. LXII, No. 4 May 15, 1929

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All issues of The Survey are indexed in the Readers' Guide to Periodical Literature, to be found in most public and college libraries.

The Gist of It

AS the twentieth century swung into the calendar, there was a great stirring among the comparatively few social workers of the time. Case records were analyzed, bits of experience added together, and national associations organized. An instigator of many of these social seedlings, EDWARD T. DEVINE writes (page 229) of the twenty-five years of health work which has followed the organization of the National Tuberculosis Association. During that period, he has been engaged in many social enterprises. He is now executive of the Bellevue-Yorkville Health Demonstration in New York.

AS regularly as a prima donna, S. K. RATCLIFFE makes his final tour of the United States, only to come again to delight a hundred audiences with his crisp interpretation of things British. The day before he sailed he sent us the brief report of the situation of the English coal-miners on page 231. But interpreting England to America is in reality only an interlude in his chief job, which is to interpret America to England through his work on the staff of The New Statesman.

WHY distant pastures sometimes look too green is told on page 237 by HILARY CAMPBELL, a writer who has been working on studies of placement methods.

LUCILE EAVES, as most Survey readers know to their profit, is director of research of the Women's Educational and Industrial Union of Boston. Page 241.

MARJORIE DENT CANDEE, formerly managing editor of Bellevue-Yorkville Health News, which she describes on page 243, is now associated with the Seamen's Church Institute.

THE discussion on page 245 by PROFESSOR ANNA Y. REED of the School of Education, New York University, is taken from a paper she delivered at the recent institute held jointly by New York University and the Association for Personality Training.

DR. HERBERT A. TOOPS (page 247) is a member of the psychology faculty of Ohio State University.

CHARLES S. JOHNSON, formerly editor of Opportunity, is now director of the department of social science at Fisk University. Page 249.

A TEACHER of economics at Brookwood Labor College, DAVID J. SAPOSS is also a frequent contributor to labor papers, and the author of several books. Page 250.

WHAT'S wrong with the movies so far as children are concerned, and how to remedy the situation, is told by ROY F. WOODBURY, director of the Juvenile Protective Department of the Children's Aid Society of Buffalo, on page 253.

RICHMOND D. MOOT, who tells on page 254 how the introduction of a city plan may prove the salvation of Schenectady, New York, is one of the city's leading lawyers and president of the Planning Commission.

TWO years ago LAWRENCE A. OXLEY told Survey readers of the initiation of the Bureau of Work Among Negroes of the North Carolina State Board of Charities and Public Welfare. On page 255 he tells of some of the further accomplishments of the bureau which he leads.

THE discussion of salaries for social work fledglings is summed up in this issue by ORVILLE ROBERTSON (page 260), the general secretary of the Associated Charities of Omaha; and MARY CLARKE BURNETT (page 262), head of the Department of Social Work of the Carnegie Institute of Technology in Pittsburgh.

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THE SURVEY
MIDMONTHLY

May 15
1929

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Where Doctors Racketeer

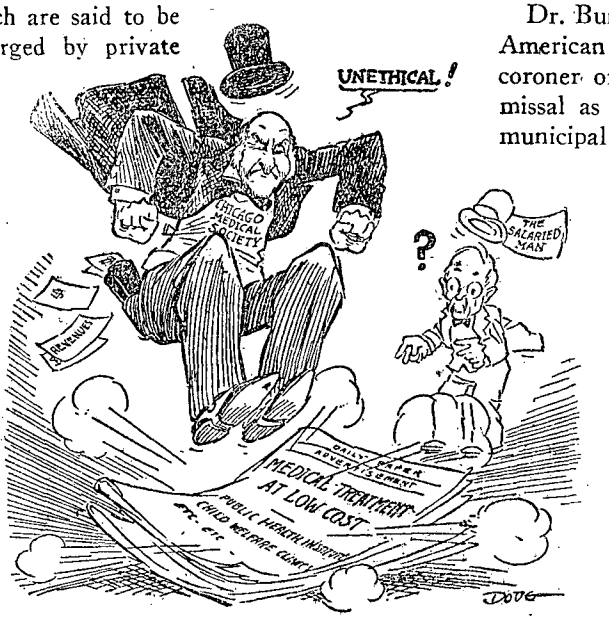
By MARY ROSS

WITH its characteristic zest for explosive action, Chicago has blown off the lid of a pot which is simmering in many American cities—the controversy between certain groups of doctors, and clinics which treat sick people free or at fees below the prevailing rates of private practitioners.

At a turbulent closed session on April 9, the council of the Chicago Medical Society expelled Dr. Louis E. Schmidt from membership because of his indirect connection with the Public Health Institute, which has been branded as unethical by the society because it advertises. The institute is a non-profit-making corporation, operated by a lay board of trustees, among whom are numbered such prominent Chicagoans as Colonel A. A. Sprague, Marshall Field III, A. A. Carpenter and Harold F. McCormick. In the past eight years it has given treatment for venereal disease to more than 140,000 patients at rates which are said to be about one-third those usually charged by private physicians, but which, nevertheless, yield a surplus over cost.

Dr. Schmidt is president and chief medical officer of the Illinois Social Hygiene League, a wholly charitable organization. Last year the league made a contract with the institute whereby it agreed to treat in its free clinic all patients applying to the institute who could not pay the fees; in return the institute agreed to turn over $12,000 of its surplus annually to the league and to provide laboratory and other services. "Dr. Schmidt's connection with the Public Health Institute, through its association with the Illinois Social Hygiene League," declared the official statement of the society, "caused the council of the Chicago Medical Society to discipline him in the way it has done."

If the people interested in a reorganization of medical service had wished to arrange an ideal case to test the merits of the struggle between newer forms of clinic organization to bring medical treatment within the reach of moderate pocketbooks and the entrenched opposition of the old line organized medical group, they could hardly have picked more ideal conditions. Dr. Schmidt is a physician of the highest personal and professional standing, a member of the faculty of Northwestern University and of the staff of half a dozen leading hospitals, consultant and in charge of the department of social hygiene of the Chicago Department of Health, and one of the founders of the organized community movement to combat venereal disease. He served as a "dollar-a-year" man under Dr. Herman Bundesen when the latter was health commissioner of Chicago.



Doug in Chicago Daily News
Philanthropic, but—

Dr. Bundesen, the recent president of the American Public Health Association, and coroner of Chicago since his summary dismissal as health officer with the change of municipal administration, has resigned from the Chicago Medical Society in protest against Dr. Schmidt's expulsion. So also has Dr. Rachelle Yarros, who defended Dr. Schmidt at the meeting of the council. Both she and Dr. Bundesen are members of the board of directors of the Social Hygiene League, as are Jane Addams, Mrs. Harold L. Ickes, Rabbi Louis L. Mann and other leading citizens of Chicago.

In a statement read after the society's vote to expel him, Dr. Schmidt states the issue clearly as his effort to make possible medical care for middle-class

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people. A gray-haired man of sixty, known by all and loved by many, he could stand before his accusers and truthfully say:

I would be the last to engage in unfair competition against my brother physicians. Any of you who know me, and the men whom I have trained in my practice will bear witness that I have always given my time and energy to help the young physician to success, and to help him make himself prosperous. We cannot make all doctors rich by forming a trade union. Ours is a profession, not a trade.

We must keep on trying to help the medical man's lot. But we must not buy him prosperity at the cost of the sick. If we organize to bring the cost of hospital, laboratory and medical care within the purse of all that great majority of our people known as the middle classes you will see that all reputable capable physicians will prosper greatly.

Through our connection with the Public Health Institute we [the Illinois Social Hygiene League] have been able to increase our efficiency many fold. Is it wrong for medical men to accept help for charitable organizations so that they may aid humanity? Must I stop that work because the Public Health Institute, through its lay trustees, advertises the perils of venereal disease?

I cannot do it. I ask that you councilors of the Chicago Medical Society recognize my position as ethical, and that you here and now launch the movement which will bring the great art of medicine within the reach of the masses.

THE board of directors of the Public Health Institute has proposed a number of times that the Chicago Medical Society take over the institute, and medical leaders, including Dr. M. L. Harris, former president for the society and president-elect of the American Medical Association, have urged that action for years. The offer was repeated on the night of Dr. Schmidt's expulsion, and referred without comment to the society's board of trustees. So far as an outsider can see, the controlling group of doctors seem ready neither to take it nor leave it.

What gives the conflict an interest far beyond the case of Dr. Schmidt and the precincts of Chicago is the fact that it seems to be envisaged as part of a general campaign on the part of the Chicago Medical Society against all clinic organization not directly owned or controlled by medical groups. The present storm was brewing last January, when the Northwest Branch of the society sent resolutions to the council opposing "a tendency toward the socialization of medicine, the pauperizing of the public and a lowering of medical standards" evinced by the announcement that Julius Rosenwald had created a fund of $2,000,000 for providing cheaper medical service for the middle class, and that Edward N. Hurley was contemplating giving a large sum for a like purpose. The branch requested that the council direct its executive secretary to devote his whole energies "toward combating these evil measures."

At the same meeting other resolutions were offered and referred to the medical policy commission to the effect that the Chicago Medical Society request that it should endeavor to have a bill passed prohibiting corporations from practicing medicine; that doctors connected with corporations which treat patients for a fee should be treated as unethical; that the Chicago Medical Society should control and manage the Infant Welfare Society, which maintains clinics and visiting nurses for mothers and children; and that any member of the society who makes charges against the medical profession in lay publications be regarded as unethical and asked to sustain his charges; and that all pay clinics and all charity clinics not connected with medical schools be discontinued.

At a special council meeting in March, the proposed activities of the Rosenwald Fund were reported by a liaison committee which had met with Edwin R. Embree and Michael M. Davis. The latter had explained that the fund contemplated working through organizations already in existence—not creating new medical centers or institutions—to improve the quality of medical service for persons of moderate means. They emphasized the fact that doctors should be adequately paid, and that they did not intend to promote an extension of charity service. The liaison committee declared that it foresaw "no immediate peril in the activities of the foundation at this time, but coupled with the proposed Catholic maternity hospital and the Hurley project it felt a condition was developing in Chicago that should have the serious consideration of the council. . . . It is felt that the medical profession must work out some plan to forestall the necessity of such activities as the Rosenwald Foundation thinks necessary."

Dr. M. L. Harris again emphasized the fact that the society had failed to take leadership by refusing to take over the Public Health Institute itself and develop it to treat all types of patients, adding "By this lack of interest we lost a wonderful opportunity to do something that would be not alone a direct benefit to the people but a direct benefit to the profession in a financial way. . . . If the profession does not do this, the public is going to do it for us." Not, the outsider might comment, if the profession can help it, even though all it does is to throw sand into the bearings.

The Rosenwald Fund has been mentioned again in connection with the case of Dr. Schmidt, but so far no further action is known to have been taken against its plans. A statement from the fund published on April 11 reiterates its aim to bring self-supporting medical service within the reach of families of moderate means, and asserts its belief that the real leaders among the physicians can be counted upon to support sound and progressive measures. "It is true," the statement continues, "that, as the Chicago Medical Society says, physicians themselves are unable to control certain of the important elements in the cost of medical care, such as hospitals, laboratories and medicines. It is just for that reason that it is necessary for the public to join with the medical profession in this effort. Cooperative action by doctors and the general public is necessary."

STREAMER headlines across the front pages of the Chicago newspapers evince the keen public interest in the battle between the doctors, while editorial comment is unanimous in declaring that medical leaders must squarely face the issue of evolving an organization which brings adequate medical care within the means of ordinary people or be prepared to see others do it for them. Chicago loves a good fight, and this is one quite in its tradition and one which touches the very sensitive pocket-nerve and the personal needs of the great masses for whom Dr. Schmidt and other medical leaders plead. Public sympathy seems clearly on the side of the man who for the moment is the loser. Under the organization of the medical profession Dr. Schmidt has the right of appeal, but probably little chance of reversing the decision of the Chicago Medical Society, which automatically bars him from membership in the American Medical Association as well. Colonel A. A. Sprague, one of the directors of the Public Health Institute, is quoted as saying, "The methods employed by the medical society against Dr. Schmidt and against the Public Health Institute are reminiscent of the methods of intimidation employed against recalcitrant members and non-members of high-class racketeering organizations."

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The Quarter-Century Health Crusade

By EDWARD T. DEVINE

THE few years following the turn of the century in the United States appear, in retrospect, to have been fertile in revolutionary movements for the promotion of human welfare. Housing reform, as applied to city tenements and urban congestion, dates from that period. The large scale sustained effort to keep children out of industry and in school has its origin in those years. The School of Social Work was coming to birth. The Survey itself, unofficial organ of all such movements, had its origin in the modest struggling periodicals which in New York and Chicago spoke respectively for organized charity and the social settlements.

To the professional radical the application of the term revolutionary to these phenomena may seem absurd; but to the detached historian their claim to the adjective, whenever they are bold enough to assert it, may compare very favorably with that of the agitations to which the words radical and revolutionary are usually applied. The most interesting feature of these moderate, conservative, constructive, preventive movements, as we have been fond of calling them, is that their critics and opponents are apt to be some entrenched financial interest, some profiteers whose profits are endangered by exposure. The writer may beg indulgence in recalling that, as early as 1906, in his address as president of the National Conference in Philadelphia, he referred to this exposure of the exploitive financial interest as the dominant note in modern philanthropy. In the public health movement inertia and apprehensions within the medical profession have perhaps been a more serious obstacle than vested financial interests.

Foremost in importance, by common consent, among all the organized social and health movements which are now thus completing their first quarter centennial is that for the prevention of tuberculosis. Its anniversary is fittingly celebrated by the National Tuberculosis Association May 27-30 in Atlantic City, where in 1904 the National Association for the Study and Prevention of Tuberculosis, as it was originally called, was founded. Appropriately it came from the membership and with the unofficial sanction of the American Medical Association. Appropriately its first president was the heroic Edward L. Trudeau. Appropriately it included from the beginning laymen as well as physicians, both in its membership and in its directorate. Most appropriately it emphasized from the outset the economic and social causes of the scourge of tuberculosis and the importance for cure and prevention of food, fresh air, cleanliness, standards of living, sanitary working places, freedom from the pressure and fatigue of injurious occupations, suitable institutions for incipient and for advanced cases, and above all public education and incomes sufficient to enable the individual patient and his family to do the things which the doctors advise. The labor unions, especially those which represent the workers in the trades which from the point of view of tuberculosis were the dangerous trades, such as printing, cigar-making, granite-cutting and the hat and garment industries, were early recruits in this crusade. Better pay, shorter hours, more sanitary conditions in work-shops and the abolition of home work in crowded tenements, were from the start discovered to be even more important than hospitals and sanatoria in somewhat the ratio that prevention always bears to cure.

IN the course of the twenty-five years we may discern the broad sweep of a cycle which it may now be worth while to trace more in detail. At the end of the nineteenth century the treatment of consumption was still largely the concern of the family physician in private practice. There were, it is true, a few houses of rest—hospitals or homes to which a few of the large number who died from this disease were admitted to spend their last days. There were a few embryonic sanatoria for early cases. There were a few special relief funds and many general relief agencies whose resources were available, as far as they would go, for giving aid to consumptives and their families. Pulmonary tuberculosis, alone, outranked pneumonia, cancer, heart disease and the other causes of death which now compete for top place in the mortality tables. The old-time country doctor in his rounds, and the consulting specialist in the city, alike could rely upon the treatment of this scourge of rich and poor as the most dependable source of their professional earnings.

I recall how difficult it was at about that time to find suitable references on the subject of tuberculosis for a university class in social economics. Items in the London Lancet and in our own medical journals; an occasional paper read before a medical society; one famous prize essay; but no such books

King Edward the Confessor Applying Faith Healing. This king is credited with having started the practice of touching for the king's evil, which is scrofula or tuberculosis of the glands of the neck. From a wood cut after a drawing by Hans Burgkmaier, in Devils, Drugs and Doctors by Howard W. Haggard, M.D. Harpers. $5

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for the social workers, nurses and the general public as now exist in sufficient quantity to fill several five-foot shelves; no special periodicals; no proceedings of national and international congresses and conferences; no protracted discussions in local, state, and national conferences of social workers. Physicians often did the right things, even as measured by modern practice; but they had little scientific, authoritative guidance and they had done little to pool their experience and to draw from the common stock what now appear to be the obvious lessons.

And then, almost as if by magic, in a few short years, the whole picture changed. This is not the place to analyze the elements of the revolution. Robert Koch's discovery and isolation of the bacillus; Trudeau's demonstration of treatment in the Adirondacks; the British, German and French experiments with dispensaries, seaside sanatoria, and fresh-air treatment; the steady progress of clinical practice and laboratory research; the interchange of thought, observation and criticism among specialists; the development of a technical literature; the drastic exposure of living and working conditions adverse to health: all had their part. But among the factors may we not claim a recognizable influence for that new interest in social reform measures, that general enlightenment which was characteristic of the opening of the century and of which housing reform, prevention of child-labor, the expansion of the charity organization movement, and of the social settlements, both of which had come from England twenty years earlier, were striking manifestations?

AT any rate the new organized movement for the prevention of tuberculosis in this country, building on the solid foundations of humanitarian impulse and scientific knowledge, attached at first to older existing agencies, speedily developed its own independent forms. The National Association encouraged the formation of state and local societies, as well as the establishment of hospitals, public and voluntary, sanatoria, dispensaries and nursing services, both for instruction and for bedside care. The public health services, which had been developing since the Civil War, allied themselves with the new movement and in many respects assumed the direction and control of it. The national and local societies, with financial sources assured by the popular Christmas Seal Sale, became the standard example of cooperative public health organization. In it there was a recognized place for national, state and municipal official agencies; for organized medicine, functioning through national, state and county societies and their official publications; for every variety of institution, whether supported by endowment or voluntary contributions, by religious bodies, by local community chests, by the fees of patients, or by taxation; for organized philanthropy: Red Cross, family welfare and child welfare society, health protective association or service clubs; and not least for individuals—teachers, preachers, journalists, or public-spirited citizens of any other vocation, who felt it to be an attractive avocation to help in this world-wide crusade.

All this is obviously a far cry from the simple relation between doctor and patient, which was the only or at least the main defense against tuberculosis a quarter of a century ago, feeble and inadequate as that defense must be admitted to have been. Now we have tax-supported institutions; home services and educational propaganda; compulsory registration; free sputum examinations and service clinics; nation-wide seal-sale supported organized agencies, vigorously preaching early diagnosis, fresh air and simple nourishing food, conscientious precautions and increased appropriations. The responsibility is no longer on the practicing physician but on an impersonal organized movement.

BUT, as a tabloid might innocently inquire, "What is wrong with this picture?" Well, what is wrong is precisely the notion that the physician in general practice is any less responsible than he was a quarter of a century ago. Professor C.-E. A. Winslow, in his excellent chapter in Whither Mankind? intimates that if the public health nurse is at present in the center of the stage, the doctor may recover that position in the near future. The half-humorous, half-patronizing reference by the public health nurse to the doctors as our "brother profession" perhaps marks the turning-point in the eclipse of the medical profession by social workers and public health nurses,—which certainly the leaders in these newer vocations have never desired nor intended. The time has obviously arrived when the place of the physician in private practice should again be exalted—not in flattery, not in the absence of real justification for it—but by such readjustment of our ideas and procedures as will promote the actual practice of preventive medicine, as well as curative medicine, by the regular family physician.

The current movement for periodical health examinations of children and adults, initiated and endorsed by the medical societies, is a symptom of the change. But endorsing it and advertising it are not enough. Unless doctors prepare themselves in the technique of the general physical examination, unless they vigorously follow up the examination by the operations, treatment and measures to bring about the changes in diet, exercise, posture, and the like, of which their examinations disclose the need; unless they organize for real preventive and corrective treatment, their gesture in favor of periodical health examinations will leave them far in the rear of the Life Extension Institute, the university pay clinics, the medical centers, the schemes for industrial hygiene and the free public health services, and that is precisely where the practicing medical profession does not belong. It belongs at the front, and not in a secondary place.

In such follow-up work the doctors will increasingly enlist the allied services of the social worker and the public health nurse. In cities already, and in rural communities to some extent, the doctor who fails to avail himself of such allies advertises his failure to know what health supervision, as distinct from the treatment of acute disease, really means.

IN the initial years of the movement for the prevention of tuberculosis the doctors were not in the rear but in the vanguard; and among the doctors it was those who actually treated the sick, either at home or in hospitals and dispensaries, who were most in evidence. The research specialist and the public health official and the teacher of medicine had and have retained an honorable place; but most of the real pioneers were practicing physicians. If in the intervening years the health departments, the organized societies, the instructive nursing services, the free dispensaries have become relatively more conspicuous, it is obvious that all of them remain dependent on the doctor by the bedside, in the clinic and in the consultation room. The essential difference, when we get a true perspective, is that the physician, upon whom, now as always, the main responsibility rests, has now a variety of aids, institutional resources, mechanical equipment, notably, for example, the x-ray apparatus of the modern diagnostic clinic, educational allies,

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of which the practicing physician of a quarter-century ago had no conception and certainly no experience.

The death-rate from tuberculosis has been cut in two. That is good, but the conquest of the second half will not be so easy. The reduction has not been greatest in the age periods where it is perhaps most desirable that it should be—in the years of adolescence and early manhood. From the social point of view it is these twenties and thirties that are crucial. It is then that families are founded, that young children are most dependent on the father's earnings and the mother's care.

Neither the medical profession nor the anti-tuberculosis movement has any reason for complacency. There are far too many preventable deaths. There are too many uncared-for consumptives. There are too many whose early symptoms are not detected and too many who are discovered without any beneficial follow-up. In New York at least, an amazing number of reported cases are "not found" by the nurses who are sent to give them instruction. A large number of those who are found appear to be receiving no professional care, except the infrequent visit of the field nurse.

IN Washington, D. C., at least, there are a distressingly large number of cases—more colored than white, of course—that are neither found nor reported. We know about them because of the persistently high, and of late increasing, death-rate. Comparatively few are actually admitted to sanatoria in early stages of their disease or kept under the close care and professional supervision of a competent physician in a clinic or in private practice. Far too many patients in the sanatoria are admitted in late instead of early stages of their disease. There is still far too much haphazard, intermittent, and expensive, because inadequate, treatment.

Treatment, with maintenance, in state, county, and municipal institutions for all consumptives would be impractical and has never been advocated; but even for the proportion for whom it might be desirable and acceptable it is prohibitively expensive. The sanatoria have justified the claims made for them and they should be increased; but their inability to accommodate anything like all of the patients for whom such care is indicated is increasingly evident. The present alternative to medical care by physicians in private practice is not care in a well-equipped public hospital or sanatorium, but sheer neglect.

Free treatment, as "charity cases," by city or county physicians or by public health nurses alone, can never be accepted as satisfactory. Any such idea runs counter to every American democratic instinct of self-respect and mutual respect. What is needed is early discovery by the competent diagnosis of a qualified physician; competent advice based on a knowledge of the personal history of the patient and his family record; conscientious and sympathetic treatment combined with wise counsel which takes all of the relevant circumstances into account.

If the question is raised how the piper is to be paid, the answer is not yet clear. The Committee on the Cost of Medical Care is only now trying to find out what we are paying the piper for such a dance of death as still goes on. Maybe a dance of life—to take some liberty with Havelock Ellis' phrase—would not be much more expensive. Maybe Michael M. Davis, at the Rosenwald Fund, will find out that the mere financial cost of medical care can be insured commercially without raising the bogey of state health insurance. Maybe organized medicine, out of its own ripe wisdom and rich experience, will find a way to reduce costs to the level of the patient's ability to pay, while still warding off their own impoverishment. From the social point of view it is not any particular system that is important but that all who need care shall actually get it.

The quarter-centennial message of the tuberculosis movement may well be a summons to the medical profession to come into their own, to take full advantage of all the educational work of the societies, of the control exercised by official authorities, of the scientific research in the laboratories, of the economic prosperity resulting from our industrial system and its diffusion among wage-earners through higher wages and standards of living, but to recognize that as far as the treatment and prevention of disease is concerned this is their province still; a fair and wide province, into which others come as cooperating aids, as associates, not as usurpers or substitutes. The relation of doctor and patient in this country after the quarter century, whatever may be the situation on other continents, remains the central, dominating, and inspiring fact. It is out of that relation that we may expect the sanest leadership, now as in the old days.

Miners and Doles

By S. K. RATCLIFFE

IF you had been told, either at the beginning or at the end of the long lockout of 1926, that three years more were to slip by without anything of a serious nature being done in the British coal industry, you would have found the statement impossible to believe. The so-called general strike of that year, which Winston Churchill in his budget speeches discussed repeatedly as a major responsibility of the Labor Party (this it obviously was not), arose directly out of the coal situation. When the "general strike" came to an end in May, there was a widespread belief that disastrous though it had been, the main result would be better terms for the miners and the beginning of a new movement in the coal fields. The miners, as a matter of fact, got no terms at all. The lockout dragged on for seven months. It ended in complete surrender, victimization, the crippling of the unions. And worse still, if that were possible, it inaugurated a fresh period of stagnation and hopelessness in the depressed areas of the industry. Even so, however, it would have been said, the worst stage must be drawing to an end, something in the way of decision, of positive action, must be on its way.

This, however, did not come. The mine-owners had been the victors in a barren conflict, and the majority in their ranks belong so completely to the past that they failed to realize the imperative need of concerted action for the salvation of the industry. Lord Melchett (Sir Alfred Mond) submitted a plan for rationalization; but, apart from the fact that the mine-owners will never move until they are literally compelled by circumstances to do so, there was, I think, a general opinion in the mining world that Lord Melchett,

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who is first of all a representative of the chemical industry, had been led to work out his scheme by his experience in a special field not dominated by problems connected with his larger labor force.

THE Baldwin government, on the other hand, had been enabled to accomplish very little after the troubles of 1926. At the close of the general strike the prime minister had announced that, as the owners and the unions manifestly could not make peace, the government would bring forward its own terms. It did so, but they were half-hearted and of no account and they interested nobody, and were at once forgotten. It is not for a Conservative cabinet, in England nowadays, to attempt the attainment of peace in industry. Stanley Baldwin believes in it; has sympathy and goodwill, and would do something if he could. But he did not know what to do, and the masters of his party were and are determined that he should stay his hand.

Two enterprises, however, on a small scale were undertaken: a scheme for the transfer of labor from the distressed mining areas to districts where work was to be had, and the beginning of a plan for training some of the younger men in alternative work, especially with the purpose of preparing them to meet the requirements of the immigration authorities in Canada and Australia. The transfer of labor in Britain can not, under existing conditions, be carried on save within narrow limits, since nearly all the old basic industries are gravely depressed, while nothing in the world of labor is much more difficult than the job of transforming a miner into a worker in another field.

A miner of middle age is usually regarded as an almost hopeless case. He is a peculiar product, the result of conditions that do not exist in any other occupation. His community is detached from the larger world of labor; his state of mind is not that of the great industrial centers; there is almost as much difference between him and the city laborer as there is between the city laborer and the farm worker. Moreover, the business of training young miners for life in a new country is difficult and costly, and the Baldwin government was not in a position to obtain a large parliamentary grant for it or to float a modern outfit.

I SAY nothing here of the enterprise which led, in the summer of 1928, to the despatch of some thousands of British miners to the Canadian wheatlands. That was a somewhat romantic expedient. It was hurriedly devised. It was carried out by officials imperfectly acquainted with Canadian conditions. The majority of the miners returned to England after the harvest without any intention of trying again. And it would not, I think, be inaccurate to say that this experiment and many circumstances connected with the training centers for young miners have provided evidence that the conditions of modern town life have had the effect of diminishing the adventurous spirit once so marked a characteristic of the British working classes.

However that may be, we passed through the two miserable years, 1927-28, and reached the beginning of the winter just passed amid conditions of suffering and deadness of mind not known in Britain within the memory of the present generation. What, then, was to be done? Parliament was nearing the end of its term. The Baldwin cabinet was adjusting itself to the prospect of a defeat at the polls. It was plain enough that no new government action of any kind could be looked for, nor was there the smallest chance that, before the general election, anything could be initiated by either the mine-owners or the unions. There was, indeed, no hope or possibility of anything except charitable relief. Such were the circumstances which led to the Lord Mayor's Fund and the visit of the Prince of Wales to the Durham coalfield.

In England we make use of the lord mayor of London for all national emergencies calling for the raising of emergency funds, and the case of the coal miners was admittedly so desperate that it was necessary to employ the most effective means of opening the nation's purse. The heir to the throne is that means. The Prince was asked to make a Christmas appeal over the radio, and when, before the middle of January, it was realized that the impulse towards giving had almost spent itself, notwithstanding the activity of the churches and of innumerable local committees, it was resolved to arrange the Prince's tour through one or two of the most miserable mining counties.

THE Durham region is not so spectacularly horrible as that of South Wales or Lanark, but in all essentials it is very near the bottom. No English coalfield has felt more severely the competition of the reorganized fields of Europe, and it is to a large extent a district of one industry. When the pits close, all the work is at an end. The Prince's visit was in the main educational in effect. The comfortable classes know nothing of conditions in the mining counties, and as a rule there are no means of bringing those conditions to their knowledge. The Prince's doings from day to day had to be reported; there was no way of disguising the impression made upon him by what he saw. Naturally, the Conservative government had no wish for him to go to South Wales, a region which has had far more publicity than any other part mining area; nor is there in England any regular means by which a report by a member of the royal family can be made to Parliament or any other public authority.

There is no need to say that the events of the past six months have left the problem exactly where it was. We are apparently no nearer to any plan of reorganization or any real approach to agreement between the mine-owners and the unions as to the next step. We have about 300,000 miners out of work, amid circumstances of destitution that it is almost impossible to realize. It is taken for granted on all sides that the great majority of these men can never again find work in the pits.

At present the most difficult practical matter is the breakdown of the administration in the matter of relief. The local authorities cannot carry the burden. Obviously it cannot continue to be charged upon the local tax funds; for the shopkeepers and other sections of the middle classes share in the general poverty.

There is one thing, however, that may be said. The events of 1926 left the Baldwin government, with its huge majority, so secure that it could go on in the assurance of its own indifference. Its supporters for the most part wished the coal industry to be let alone in the fatuous belief that somehow its problems would work themselves out. Whatever government may be in office after this summer, it must take some kind of action: must recognize that, as the Prince of Wales said in his only public utterance on the subject, the search for remedies will have to be a united national effort.

Sensational stories have been spread over the world as to the conditions prevailing in the mining areas, especially those of South Wales and Southwest Scotland. It has even been

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said that in South Wales there is a state of famine as shocking as that of Russia after the war. Obviously nothing is gained by exaggerations of this kind, but it has to be recognized that for a full parallel to the present conditions we must go back in England to the horrors of the first industrial period. Whole communities have been reduced to a scale of living of utter destitution, such as ordinary, comfortable working folk in a prosperous country would find it impossible to realize. They are somewhat better today, as the result of the administration of the national relief fund, the gathering publicity of the past year, and the steady, devoted, and intelligent service by members of the Society of Friends, who in South Wales, as in almost every desolate region of the world during the past fifteen years, have been upholding the stand of that faith in plain human service which alone is able to move mountains.

Silliness and Sex

CERTAIN effete Easterners shrugged their shoulders in disgust at the recent dispatches which reported that the Board of Curators of the University of Missouri had suspended or dismissed two members of its faculty for circulating a sex questionnaire among students in connection with a course on the sociology of the family.

"It would be a Board of Curators," you could have heard them murmur. "A bunch of old wiseacres who act as though they were in charge of a zoo. O shades of Dayton, Tennessee, and the monkey trial!" The board itself explained matters a little differently:

> Whatever else a university may be [their official statement declared], it must be a place to which parents may send their children with full confidence that the surrounding moral atmosphere will be sane and wholesome. Fortunately, such is now the condition at the University of Missouri. . . . It is clear that the promiscuous circulation of questionnaires which by every tenet of sound sense and common decency should have been suppressed was in no sense a reflection of any morbid or unsatisfactory conditions affecting the whole student body. . . . We feel that the responsible individuals have a radically mistaken conception of the essential conditions which must prevail in order to establish and maintain public confidence in the university.

The "responsible individuals" mentioned in the order of dismissal were Max F. Meyer, professor of experimental psychology for twenty-nine years at Missouri; Harmon D. DeGraff, assistant professor of sociology; and O. H. Mowrer, a student assistant in psychology. After a later nineteen hour re-hashing of the order, the board finally voted unanimously to confirm Mr. DeGraff's dismissal, but merely to suspend Professor Meyer without pay until April 8, 1930, "in view of his long service to the university and our conviction that the offense for which he was suspended will not be repeated." A few days before Professor Meyer's colleagues had affirmed their respect for him by electing him unanimously as president of the Southern Society of Philosophy and Psychology. He has not yet announced whether or not he will return to the university.

It is more than ten years since Dr. Max J. Exner's well-know sex questionnaire was circulated among groups of young men through the student department of the Young Men's Christian Association and five years since Dr. Katharine Bement Davis's questionnaire went out to 2,200 college women, in this case, however, only to graduates of more than five year's standing. The Missouri questionnaire was no such careful piece of research as these earlier studies; it merely asked briefly, with the specification that answers be anonymous, for student *opinion* on various aspects of sex relations, marital and otherwise, which any enterprising young man or woman would undoubtedly encounter in the movies and fiction, if not in real life. At the last report, copies of it were being "book-legged" off campus for ten dollars apiece.

But while the Easterners were smiling superciliously at this silly kettle of fish, a quite similar surprise was brewing in Brooklyn. It broke on April 23, when Mary Ware Dennett, a serene, gray-haired matron, was convicted in the federal court of sending obscene matter through the mails. The "obscene literature" was a brochure, The Sex Side of Life, an Explanation for Young People, which Mrs. Dennett wrote for her own two sons when they were aged 11 and 14 and published in the Medical Review of Reviews in 1918. It attracted so much favorable attention, lay and professional, that it was reprinted and has since been used extensively by the Y.M.C.A., college and church groups, and the like.

In court, all ready to testify on its behalf, sat Abel J. Gregg, of the National Council of the Y.M.C.A.; Dr. Goodwin Watson of Teachers' College, Columbia University; Harrison S. Elliott of Union Theological Seminary; Willard W. Beatty, superintendent of the Bronxville public schools; Dr. Robert L. Dickinson, of the Committee on Maternal Health; Margaret Quayle, a church director of girls' work; and Jess Perlman of the Associated Guidance Bureau. But when Mr. Gregg was called, Judge Warren B. Burrows of New London, Connecticut, who was sitting "temporarily" in the Brooklyn court, ruled that their evidence would be immaterial and irrelevant. They did not testify.

On the other hand each prospective juror was questioned by the prosecutor and by Canon William Sheafe Chase, rector of Christ Church, who sat by his side, as to whether or not he ever had read the works of H. L. Mencken and Havelock Ellis, and if thus contaminated he was rejected. All the jurors assured Morris Ernst, attorney for Mrs. Dennett, that they had no connection with vice-hunting agencies and were not prejudiced against the dissemination of sex information to children! The prosecutor read every word of the allegedly obscene document to the court, calling attention to the intimate details that he found obnoxious, and summarized:

"This is pure and simple smut. If I can stand between this and the women and children of the land I will have accomplished something." On April 29 the court imposed a fine of $300. Mrs. Dennett has announced that she will go to jail rather than pay a penny of it should an appeal fail.

In pleasant contrast to these examples of the bigotry begotten by attempts to discuss sex seriously and honestly is the distinguished support which has rallied about the case of the Birth Control Clinical Research Bureau, now in the New York courts. The defense committee includes respected church and social leaders, while the New York Academy of Medicine and the County Medical Society have passed scathing protests against the police methods used in a raid on the clinic, which was founded by Margaret Sanger.

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SPENDING FOR TOMORROW

WHEN a dreamy eyed young man turned over nearly a round million of dollars to a group of people whom he trusted with instructions to spend the capital as well as the income within five years for what they deemed the most fundamental needs of humankind, his action created a furore. This was in 1922, and although there were scattered precedents to the contrary, and Edward T. Devine had raised the issue of short-term endowments in the editorial pages of The Survey at the time of the Rockefeller incorporation, a foundation was still generally conceived as something more enduring than a monument or a mausoleum. In less than seven years, the American Fund for Public Service, or as it is commonly called, the Garland Fund, has carried out its aim of liquidation. In those seven years this new fashion in philanthropy has gained advocates from men who are leaders in business fields as well as in idealism, most recent among them Senator James B. Couzens.

Always some rich men have given large sums from their incomes for the causes which enlisted their immediate interest, whether they were the Florentine patrons in Renaissance days, or modern "merchant princes" like Julius Rosenwald. When the objects of their interest grew complicated it became necessary to call in groups of their fellows, to advise and superintend the administration, and boards of trustees, and more latterly foundations and community trusts came into being. And as our social evolution has speeded up, the drawbacks as well as the benevolences been increasingly evident. From the establishment of the Rosenwald Fund in 1917 to carry on some of the lines of interest to which Mr. Rosenwald had given generously as an individual (see The Survey, May 1, 1929, page 171), its founder provided and expected that the trustees would spend capital as well as interest. Last April, in adding further to its assets, Mr. Rosenwald stated explicitly his belief that "more good can be accomplished by expending funds as trustees find opportunities for constructive work than by storing up large sums of money for long periods of time," and asked that the entire fund, now some $22,000,000, be expended within twenty-five years of his death.

Similarly the trust fund of $10,000,000 just set aside by Senator Couzens "to promote the health, welfare, happiness and development of the children of Michigan, primarily, and elsewhere in the world," must be expended within twenty-five years. If any year's disbursement falls short of the $700,000 which will accomplish this end, it must be balanced by a correspondingly larger expenditure the following year. This gift follows a succession of specific grants to various organizations, chief among them the Children's Hospital of Michigan, in which Mr. Couzens has contributed a total of $7,000,000 in the past ten years. For the present, according to Dr. Hugo A. Freund, one of the donor's closest friends and advisors and a trustee of the new foundation, the gift of $10,000,000 will be used to assist, develop and supplement existing agencies along many lines relating to children—mental hygiene, child guidance, education, vocational guidance, group recreation, health and the like.

No less astute an American than Benjamin Franklin completely missed his guess as to the future when he left £2,000 from which sums were to be lent for 100 years "to married artificers under the age of 25" with provision that at the end of the century the whole amount be used to provide sidewalks for Boston and pump the waters of the Wissihicken Creek into Philadelphia. These three rich men who have chosen otherwise, and many others whose benefactions have been less conspicuous, may have the satisfaction of knowing that they are doing good works in their own time and that these may bear more fruitful returns for posterity than the long-range goal that any of us could set now.

THE NEW INDIAN CHIEFTAIN

MR. HOOVER'S appointment of Charles J. Rhoads of Philadelphia as commissioner of Indian affairs puts understanding and intelligence at the head of one of the most badly managed of the federal bureaus. Mr. Rhoads has been president of the Indian Rights Association for two years and a director for thirty years. A banker, a man of means, without political backing or ambitions, he is, in the words of a Philadelphia friend, "a wholly upright and conscientious man, by training and position just the sort of person we ought to have. . ." He goes into this federal service in the spirit which prompted him to resign as governor of the Federal Reserve Bank of Philadelphia to act as chairman of the Y.M.C.A. War Prisoners' Aid, and as chief of the Friends Bureau of the American Red Cross for Relief and Reconstruction Work in Devastated France. His appointment clears up the Indian situation at the weakest spot—the top. It has long been true that indifference and greed have prevailed at or near Washington whereas lower down in the Indian Service there was much of goodwill and friendliness.

In announcing Mr. Rhoads' appointment, which the Senate has confirmed, Secretary of the Interior Wilbur outlined his policy for the Indians:

> The fundamental aim of the Bureau of Indian Affairs shall be to make of the Indian a self-sustaining, self-respecting American citizen just as rapidly as this can be brought about. The Indian shall no longer be viewed as a ward of the nation but shall be considered a potential citizen. As rapidly as possible he is to have the full responsibility for himself. Leadership should be given the Indians rather than custodianship. The Indian stock is of excellent quality. It can readily merge with that of the nation.

A further pledge of this performance appears in the President's appointment of J. Henry Scattergood, another Philadelphian, as assistant commissioner of Indian affairs. Mr. Scattergood is former personal registration commissioner and has long been active in the Indian Rights Association. He preceded Mr. Rhoads in the work of the American Friends Service Committee for French civilians during the war, and those who remember his brisk and understanding leadership, a shining example of the Quaker gift for friendliness and efficiency, will feel a special satisfaction in realizing that he stands at the new commissioner's right hand in these other tangled human problems.

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Friends of the Indians, who have not always been friends of each other, may now bury the tomahawk and smoke the peace-pipe. They have a clear obligation to back up Mr. Rhoads and Mr. Scattergood in shouldering their responsibilities and in persuading Congress to gve them adequate appropriations.

BROTHER BARNABAS

BROTHER BARNABAS died last month and the world is the poorer. A small man, rather shy, of humble spirit, in colorless clerical garb, he was the last person you would pick from a crowd, whether on the streets of New York or Toronto or at the National Conference of Social Work. Yet he was called Brother by more men and women and more boys and girls than any other man of our time. In greeting him one naturally smiled and glowed, for the smile and the glow were called forth by some innate quality of this truly good man, who went about his work and his life without bitterness, clearly as he saw that the people of this world, including great numbers of social workers, were headed all wrong. "So many churches are willing to build institutions," he would say, "and then turn them over to the janitor to run. They are satisfied that the brick and mortar will do the job."

Brother Barnabas' field—and his love—was with children, particularly institutional children. He had a tremendous faith in boys, and to give them "half a chance" he started Lincolndale, in Westchester County, New York, a model dairy farm under direction of the Catholic Charities. At Utica, he was connected with the Catholic institutions and contributed toward the reorganization of public welfare work. Later at Toronto, supposed to have retired, he accepted a call from the archbishop to survey the Catholic Charities of the city and to dig down into the situation of the French-Canadian boys of the province. Later still, he returned to the United States and set up the Boy Life Bureau of the Knights of Columbus. The work on which he set most store was the opening at Notre Dame University of a course of leadership in boys' work, and he himself carefully picked the first group to enter. This class, of twenty men, was graduated two years ago. It is a tribute to Brother Barnabas' breadth of spirit that fifteen of them have associated themselves with non-sectarian social agencies.

HOW NEW YORK FARES

AMID the red plush and gilt of the Waldorf's grand ballroom, which was destined to go under the wreckers' crowbars two weeks later, the New York Welfare Council pulled off on April 17 its first annual conference of members of boards of trustees and directors of the city's health and welfare agencies. The floor of the ballroom and the overhanging balconies were crowded, board members in gala attire rubbing elbows with uniformed visiting nurses with bags in hand. Full press tables and radio "mikes" stood witness that this was an important event. Yet if the city's social-work profession, staffs and boards, could have been assembled, nothing short of Madison Square Garden would have held them, for Homer Folks estimated their number conservatively at 24,000.

There was real interest in the thoughtful address by Walter S. Gifford, chairman of the executive committee of the Charity Organization Society and president of the American Telephone and Telegraph Company, on the responsibility of board members for social progress; in the plea of William Church Osborn, president of the Children's Aid Society, for unity in social work; in Mr. Folk's clear analysis of realities in New York social planning in 1929. This enthusiasm culminated in the genial remarks of Governor Franklin D. Roosevelt, who was en route to a southern holiday after the strenuous legislative session. Governor Roosevelt asked for a show of hands for and against the New York housing bill, which at that time, so far as the public knew, still awaited his signature. He seemed pleased at the brave representation of "ayes." The "noes" lifted only a half dozen determined hands, probably of those who opposed the bill because it did not go far enough (see The Survey, January 15, 1929, Housing Reform by Inches). With his signature, it now has become law.

Governor Roosevelt's real fervor, however, was evinced in his enthusiasm for legislation to promote old age security, on which New York has just set up a commission. He showed that a contributory system based on industrial pay envelopes would not solve the problem for the farmers or the owners of one-man businesses, or many professional people. A general state system of some sort is coming, he believes, "in the trend of civilization." "Let's have it now." Under this leadership, the outlook for New York becomes hopeful, while in the country at large it is almost brilliant; in March alone, three new states, Minnesota, Wyoming and Utah, adopted pension legislation on a county basis, while bills passed the lower houses of Illinois and New Jersey, and the senate of Nebraska.

WASHINGTON WINS

MASSACHUSETTS' loss is the nation's gain in the appointment of Sanford Bates, since 1919 commissioner of corrections of that state, to reorganize and administer the federal prison system. Under Commissioner Bates' leadership, the Bay State has achieved an enviable rank in penology. Its new state prison, now building at Norfolk under the direction of Howard B. Gill, is an especially interesting experiment in the use of prison labor while the plans for its administration are as advanced as those of the structure. Massachusetts' progress in the use of probation and parole is almost a by-word. There seems every reason to hope that this experience will be carried over into the five large federal prisons, which carry annual disbursement's of $10,000,000. "The appointment of Mr. Bates," declares the announcement of the Department of Justice, "is a culmination of many years of effort to make this division one of the major scientific branches of the government. . . . It is the purpose of the department to study the methods and improve the administration of paroles and probation."

A SOUTHERN VICTORY

"THERE'S no Negro livin' that's worth five thousand dollars dead." The drawling pronouncement with which a Florida truck farmer met the arguments of John B. Andrews, secretary of the American Association for Labor Legislation, epitomizes the attitude of non-industrial areas against which workmen's compensation has had to make its slow way in the South. But now, after months of

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preliminary conferences, public hearings and strenuous legislative sessions, North Carolina has passed a carefully considered and fairly adequate workmen's compensation law. It goes into effect July 1, and provides compensation based on 60 per cent of wages with a weekly maximum of $18, a waiting period of seven days and a limit of $5,500 for disability and $6,000 for death. A bill with provisions similar to the North Carolina law has been favorably reported by committees in both houses of the Florida legislature and at this writing is up for debate in the state senate. If the Florida bill goes through only three states—Mississippi, Arkansas and South Carolina—remain to be won.

A long educational campaign has been carried on in the laggard states by the American Association for Labor Legislation in cooperation with local civic and social agencies. At the same time leaders in the industrial areas of the "new" South have been learning by actual experience that frequent accidents result not only in injury to the workers involved but also slow up production by damaging machinery and breaking down plant morale. There have been conspicuous instances, too, of unjust settlement of accident claims due to the helplessness of employes or their dependents, the unscrupulousness of accident-case lawyers or the ignorance or unfairness of management. Due to these several influences, the principle of workmen's compensation is gaining ground in the South as it has in the North, not only as a just means of spreading the cost of this hazard, but also as a factor in cutting down both the number and the intensity of industrial accidents.

SOUTHERNERS TAKE TO STRIKING

THE po' white mill-hand—the "docile southern worker" of the booster ads—has spunk and energy enough to stand up and fight for his rights. There is significance for the whole country in that heartening fact which is emerging from the current disorders in southern textiles. There are three apparently unconnected sets of events. At Elizabethton, Tennessee, a center of the rayon industry, a small local affiliated with the United Textile Workers struck for higher wages. The affair was settled in about a week with a partial wage increase and a half-way recognition of the union. A fortnight later two union representatives claimed they were "kidnapped" and threatened with violence. Employers are being generally condemned for this occurrence, though it is not yet proved that they were responsible for it.

The South Carolina strikes started with a walk-out at Ware Shoals in protest against the "stretch-out" system, under which the skilled worker is given many more machines to tend and some unskilled helpers and is paid a somewhat higher rate. The trouble has spread to other textile towns, so far without disorder. There have been two highly interesting developments: the refusal of the workers to accept "outside" leadership and the investigation of the situation by a legislative committee which reported that the mill officials were entirely responsible for the strike because of their "slave-driving" policy.

The North Carolina situation, which began at the Loray Mills at Gastonia, is more complicated. The strikers' demands, under the leadership of the National Textile Workers' Union, were sufficiently radical to shock the employers, even without the Communist coloring of the "outside" organizers and their union. American Federation of Labor representatives, joined by several mill owners and many local newspapers, are fighting the "outlaw" organization.

Public opinion in the state is, apparently, reaching the conclusion that textile wages are too low, hours too long, living and working conditions often bad, and that workers should be permitted to organize if they wish, and if they do it "in the proper fashion."

ALLEN B. POND

IN the recent death of Allen B. Pond, Chicago and the Middle West have lost a foremost citizen. His artistic culture, acquired at home and abroad, found fine and varied expression in the architectural partnership with his elder brother. Their social spirit and intelligence produced the great "unions" for men and women students at Michigan, Kansas and Purdue Universities, the building of the City Club of Chicago, and five Chicago settlement houses—Hull House, Chicago Commons, North Western University, Henry Booth House and Gad's Hill Center. The plans for all these public buildings, as well as for many distinctive dwellings, were wrought out from the spirit and needs of the life to be lived within them. Further afield he served as director of the National Conference of City Planning and the National Housing Association, and as chairman of the appeal board of Chicago's Zoning Commission through the four years of Mayor Dever's administration.

Such scholarly and artistic abilities and pursuits, which hold many aloof from active citizenship, drew him into practical politics. In the uprising against the betrayal of the city by corrupt officials in 1890, he stood in the breach with others of the city's "old guard" to found the Municipal Voters' League, and he has stood there ever since. High as were his standards and ideals, he knew history and his fellowmen well enough to be an opportunist in practice, in full accord with the practical procedure of the league.

SURVEY ASSOCIATES AT SAN FRANCISCO

MEMBERS and friends of Survey Associates are invited to attend a tea to be held on Saturday, June 29, at the California Palace of the Legion of Honor, Lincoln Park, San Francisco, during the week of the National Conference of Social Work. The National Sculpture Society, through the generosity of Archer M. Huntington, is holding the second great exhibition of all-American sculpture at the Palace, and our guests will have the opportunity of attending the exhibition. During a week crowded with work, this should prove a refreshing interlude. Both the Palace and its location are the most lovely in San Francisco, and this will be an opportunity to combine the exhibition with a reunion of Survey friends. There is to be a settlement luncheon at noon on that Saturday, so The Survey party is set for three o'clock—Saturday the 29th—with an hour for wandering about, and tea at four. On the day following (Sunday) comes the conference trip, arranged by the San Francisco committee to Mt. Tamalpais and Muir Woods.

Every member of Survey Associates in residence in San Francisco, or attending the conference, is especially urged to come to the party. But the latch-string is out to every reader of The Survey who is in San Francisco the week of the conference, June 26-July 3. All readers or friends planning to attend are asked to send in their acceptances to Mrs. Lovell Langstroth, 3221 Washington Street, San Francisco.

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"Preferably in New York . . ."

By HILARY CAMPBELL

"AS I am thinking of changing, please keep me in mind for a new job, preferably in New York. . . ." Letters addressed to Joint Vocational Service, taken as a weather tower for observing wind direction and velocity in job-seeking, bring scores of straws like this. In spite of a wider distribution of training and opportunity, there still exists in the minds of many social workers and public health nurses a fantastic Utopia in which the ultimate use for television and kindred time and space savers would be to accomplish all social work by button-pressing from New York. A careful consideration of this idea would show them how much out of proportion is their view to that city's actual place in the present vocational situation.

Many of these requests have, of course, a sound basis on which later constructive work plans are built, but more of them from the younger workers consist of the same nebulous texture as the hopes that turn another very different group toward Hollywood. Two letters, curiously alike in content and condescension came from Arkansas and North Dakota, one from a college junior and one from a senior close to graduation. Each correspondent had examined the various kinds of work in all parts of the country and had decided upon social work as a suitable life occupation. Each wanted a job in New York, the junior graciously allowing a year in which to have a satisfactory one chosen for her. Not all wait, however, to land jobs by mail before leaving home. Two typical young pilgrims came recently, having given up positions in family case work in the West, expecting to get work here in a specialized field which, though they did not know it, was already crowded because much sought after. Like those of most of this adventurous group, their New York addresses are in Greenwich Village.

Another young woman, holding a desirable social work position in the Northwest, became restless under the pressure of glowing letters from a friend who had recently migrated to New York. The friend was earning so dazzling a sum as a copy writer in advertising that the social worker determined to do likewise. A valued staff member, she resigned with the protests of her organization ringing in her ears. She did manage to get a foothold in commerce, but found herself so unhappy in this alien work that she applied for a social work position to stage a come-back. She had, however, joined the ranks of those who, being here, limit themselves to jobs in New York.

Some of the requests seem to the lay mind somewhat fanatical. To one worker whose correspondence showed a definite persistency for New York rather than any particular job, a suitable opening in Newark was presented. The job was not considered either on its merits or as a stepping stone but ignored because it wasn't on this apparently magic island. Another, limiting herself to New York, was told of a specialized job particularly suited to her in Westchester County, a commuter's paradise. Her reply was that she might be interested in applying if she didn't have to live there.

To those who wish to lay constructive professional plans, it becomes clear after careful thought that from a vocational standpoint it is the particular job, not the city or town that matters. They come to recognize as a superstition the idea that having worked in any one city professionally "makes" a worker's reputation. If the logical next step for them happens to be a job in Chicago, St. Louis, New York or Boston that is the proper objective for them. They come to realize that the safe basis for deciding what to do next in the way of a job is to get all the information and advice they can from authoritative sources. Fortunately, helpful factual material is increasingly available, such as publications of training schools for social work. Of peculiar significance is the comprehensive project of the American Association of Social Workers in studying positions in social work by the method of job analysis used in industry. The first volume of this study, already published, covers the positions in family, medical and psychiatric social work (see The Survey, December 15, 1928, What Social Workers Do). The second volume covering positions in group work will be available within the current year, while volumes covering vocational guidance and placement, and child care are in preparation. With these rich veins of information uncovered, the worker will not have to make haphazard decisions about vocational progression.

Mirages of the magic island of Manhattan sometimes obscure the vision of those who think they are looking for a job but fundamentally are more intent on other things. Miss Campbell, writing from the records and experience of the Joint Vocational Service for social workers and public health nurses, shows how cravings and opportunities look to those whose vocational view of professional social work embraces all of these United States.

Courtesy Hartford Visiting Nurses Association

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Now it is possible for these workers with strong preferences for a certain locality to get information so specific that it may change even their bias. One young man made his decision not to come to New York when he learned that in his field, though a generalized one, there were only a limited number of openings a year in New York. The field, he was told, is represented here by three agencies of good standing, all with small staffs. Among the three organizations only two or three new workers need to be taken on each year. The information he gathered convinced him that there were four cities, specifically named in order, that offered better training and experience in his field than New York. Another worker in a different but equally popular division of social work gave up the idea of New York when she learned that there was a choice of desirable jobs in her field in the Middle West, South, and Pacific Coast states, while at the moment she applied a similar agency in New York would have four good candidates available, waiting on the spot for any opening that came up.

A WISELY far-seeing public health nurse, realizing that she was definitely creating a handicap by limiting herself to work in New York, investigated carefully how her plans for a new kind of job would work out under these circumstances. She wanted to change, by taking a year's further training, to a well-defined but highly specialized form of social work. She found that her chances of getting a job in New York were small, that there were only three such positions, one held firmly by a worker of long tenure and the others showing no signs of becoming vacancies even by the time she had completed her training. In one of several other cities, however, she could undoubtedly be placed at that time. "P. S." as the columnist might add, "she did not take the course," preferring to abandon her plan and continue in New York and in public health nursing where she was already making satisfactory progress.

There is a real predicament, however, for those individuals who are here and will not leave even though they are out of work and can find no suitable openings. Especially if their roots are here, the fact that it would be decidedly to their professional advantage to accept one of the possibilities elsewhere does not overcome their natural reluctance to leave. We are, of course, not considering geographic limitation caused by serious personal responsibilities, because here the decision is not a vocational one. Sometimes the tie that binds is only the lease of an apartment, secured after an exhausting hunt which overemphasizes its value when a choice must be made between it and professional opportunity in another city. A steadfast insistence on locality *per se* gives many a capable worker vocationally demoralizing periods of unemployment. Other workers have held on too long to jobs originally adequate for them, but now outgrown, because the next step would have taken them away from the city of their choice. Should failure to move ahead at the usual pace result in not "keeping professionally fit," it may make these workers unready for the advancement they await in New York.

PART of the information workers gather in asking about opportunities in social work and public health nursing describes that important division, the public bureaus, federal, state and municipal. This division means, of course, openings in every section of the country and of considerable variety, nearly always requiring some specialized training or experience. The positions of responsibility are often full of challenging possibilities, for it is here that large-scale protection against present-day hazards created by complex living and working conditions will finally have to be worked out. That federal, state and municipal welfare officials want increasingly to draw their staffs from trained social workers and public health nurses is shown by their requests to the proper organizations that promising candidates be advised or urged to take civil service examinations. Getting away from cities altogether, there are in the rural field most of the same social work and public health jobs, requiring the same methods and skill but set in a different environment. The worker who demands a big city for a work-shop cuts himself off from these interesting chances. Rural work could gather gratis a list of endorsers outrivalling Old Gold's, and the testimonials would not be based on blind-fold tests. Those who attended rural section meetings at the National Conference of Social Work in Des Moines will remember the ringing words of one worker on this very point. Having first tried city jobs both east and west, she did not see how anyone could voluntarily work outside of New Mexico!

ANOTHER rural worker traveled in from her county job to get advice about a possible change to some urban one. After she had listened a while to disinterested descriptions of various city openings and compared them with her own rural job, she decided that she had the best of it and would not change after all. Another who had done both county and city work applied to Joint Vocational Service for a particular kind of a job. When an opening in New York was suggested she was surprised, answering that she hadn't thought of New York, had really hoped for a rural setting, but if this suggestion happened to be a better opportunity for her work she would consider it, being more interested in the position than the place.

Rural positions as a rule provide plenty of chance for vocational initiative and energy. A public health nurse supervising in a big city organization was having difficulties because, as her chief expressed it, she wanted to do all the work herself. A rural job was suggested where she could do that to her heart's content, an interesting job, but one that had long been vacant because of its isolation, the varieties of skill it required and the high standards of the employing board of directors. Accepting it, this nurse found the conditions and duties extremely satisfactory to her, including as they did community and some industrial nursing and the management of a small emergency hospital.

Yet despite the richness of vocational fare elsewhere, surprisingly numerous requests still persist, "I am looking for a position, preferably in New York. . . ." Under the influence of this refrain I keep remembering a Calabrian peasant working in his vineyard whom a friend and I once interrupted to ask our way. Before the intricate directions were sufficiently complete for us to go on, his curiosity about our stumbling Italian overcame him and he asked where we were from.

"America," we answered, that being an easy Italian word.

"Ah, yes, my sister's son in Potenza went to Argentina."

"Not Argentina. We're from *North* America."

"Oh, yes, Brazil? A man from this very village went to Brazil."

Feeling around for some accurate designation that was

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in our limited vocabulary, we tried, "from the United States." This was met with polite blankness, repeated, and abandoned as useless information. Since it was evident that the key to the directions would not be given until the investigation was successfully over, one of us volunteered in desperation,

"From New York."

"Ah, New York, yes, yes, yes. Why didn't you tell me New York? That is where I wish very much to go. . . ."

Help Wanted!

SIDELIGHTS on the changing profession of social work are mirrored in the analysis of past and present experience of the New York School of Social Work presented by its director, Porter R. Lee, at the all-day conference of alumni held recently in New York City. The school's enrollment has been increasing in gratifying fashion; in 1927-28, it admitted 459 students, or nearly twice the 246 who were registered five years previously. More and more it is assuming the graduate status which is its ideal. Last year 85 per cent of its students held a college degree, the remainder the "equivalent," which means a minimum of two years' college work, plus other specific training or experience. Its curriculum has been widened and enriched until it now includes a total of 54 courses, practically all elective, which is three times as many as a full-time student can choose during the two-year course.

Yet while the total number of students has been increasing rapidly, the number who complete the two-year course leading to the diploma remains practically at a standstill at about 30. The growth has come through the addition of practicing social workers in and about New York who come in to take a course or two to bring their existing techniques up to date or to get in touch with new developments in their field. "Our assumption," said Mr. Lee, "is that the normal type of student for a professional school is a college graduate without experience." Yet more than half of those enrolled have had "experience" in social work, which means a full-time position for a year or longer.

Why has the number of diploma candidates come to a standstill during the past five years after having grown slowly but steadily since the course was established in 1910? "In my judgment," said Mr. Lee, "the explanation lies in the increasingly inadequate supply of social workers to meet a growing demand. There are good reasons to believe that the situation is more acute now than it has been at any time since the war." New fields have opened up—community chests and councils, mental hygiene, visiting teaching, the expansion and rapid advance in public welfare. With this growth has come an immediate demand for workers, and a development of apprentice training, which Mr. Lee believes "traceable to the desperate need of social agencies for personnel which the schools have not provided." Apprentice training provides students with a salary. "The combination of the agencies' need for personnel and the students' opportunity to earn during the training period puts the schools at a disadvantage, though hopefully a temporary one."

Leaders in the field, Mr. Lee points out, believe that whatever the present exigencies of the situation, in the long run apprentice training is neither economical nor adequate for the social agency. That it is not adequate for the student either seems equally apparent. "The steady increase in the number of students coming to the school after having had experience in the field can only indicate one thing: social workers who have begun their professional work without professional education quickly come to recognize its importance and in increasing numbers are taking time from careers successfully started to supply this deficiency in their preparation."

Then and Now

In 1850

"You know you've got no father or mother and were brought up by the parish, I suppose?" said the Gentleman in the high chair.

"'Yes, sir,' said poor Oliver, weeping bitterly, as he stood before the board.

"'What are you crying for?' said the gentleman in the white waistcoat. And to be sure it was very extraordinary. What could the boy be crying for?" After hearing that Oliver had asked for more at table, they exclaimed, "'That boy will be hung!'"

Such was the reception given an orphan boy by a child-caring home in England about the year 1850. (From Dickens' Oliver Twist.)

In 1875

"'Sit here and drip on the mat a bit,' said the rosy faced maid to Nat."

He had just arrived from Plumfield School alone, soaking wet, introduced only by a note from Laurie to Jo. It read, "'Here is a case after your own heart. This poor lad is an orphan now, sick and friendless. Between us we may be able to give this little man a lift.'"

Nat looked about him. "The house seemed swarming with boys, who were beguiling the rainy twilight with all sorts of amusements." He felt strange and lonely.

Such was Nat Blake's reception at a child-caring home in America about the year 1875. (From Louisa M. Alcott's Little Men.)

Today

If Oliver Twist were to ask for more food at a Cleveland institution today, everyone would be delighted. His Children's Bureau chart might read, "Malnutrition care recommended," and instead of being slated for hanging, Oliver would be fed extra meals.

Arriving at a Cleveland Plumfield in a downpour, Nat Blake would be dry and warm, for he would make the trip in an enclosed car driven by a social worker who could discuss sports, or dogs, or aeroplanes. She would know that when his home is broken "a feller needs a friend."

Pictures and text from a most attractive folder by The Children's Bureau of Cleveland, carrying inside four case stories with the summarized statistics of its work in their fields during 1928.

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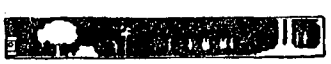
At the present time the returns from tuition cover about 20 per cent of the cost of administering the school, so that every student is endowed to the extent of about 80 per cent of what the school gives him. Beyond this the school now administers or provides twelve fellowships which give the student approximately $1,000 in addition to tuition, and expends approximately $11,000 more in the form of loans, tuition fellowships, or grants. Should scholarship aid be still further extended? "Social work," said Mr. Lee conservatively, "is not an overpaid profession. Professional education is at best expensive and professional education in New York City is probably more expensive than anywhere else in the country."

Such a question, Mr. Lee suggested, could be profitably discussed by organized groups of the alumni or other social workers, in the interests of the school, of their own work, and the development of the profession. Among other questions which would form the basis of useful discussion, he proposed:

What are the ultimate objectives of social work?
What is the relationship between the generic and the specific aspects of social work?
What jobs are available for social workers in social research?
What would constitute an adequate recruiting program for social work?
What are the processes of community organization?
What is a desirable division of labor among case work agencies?
What methods of staff supervision are adaptable to the supervision of students in field work?
What are the criteria of good social case work?
What constitutes sound training for administrative work?

The ultimate objectives of social work, Mr. Lee believes, cannot be formulated fully at the present time, yet upon them depends the trend to be given to professional education in the next decade.

Is the permanent function of social work concerned with broad problems of social policy and with the leadership of public opinion in matters of social welfare, or is it to be restricted to expert service applied to specific problems of human adjustment? The two are not necessarily incompatible but they are not easily combined in one movement. The history of social work reveals an impressive record of leadership of the first type in American life, but the tendency during recent years seems to have been steadily in the other direction. It is altogether likely that training for these respective social functions would be the same in many particulars but it would obviously be different in other quite important particulars. . . . The precise niche to be occupied by social work in American life will not be determined as an assignment made by some outside authority but will be determined largely by the conceptions held by social workers of their own responsibilities. It ought to be the subject of reflection, study and discussion constantly by members of the profession.



WHAT GIRLS are the most promising candidates for care in the homes for unmarried mothers, when a choice must be made? What of age, color, mentality, physical condition, previous delinquency and the like? How long should they stay, and what methods of investigation should be used to govern admission and dismissal, and plans for future adjustment? Should there be a charge for the service a home renders, and if so, a lump sum, or a rate determined by the length of the girl's stay? These and similar problems involved in the policies of admitting and discharging girls from homes for unmarried mothers are the subject of a detailed discussion by Robert S. Barrett, president of the National Florence Crittenden Mission, 408 Duke Street, Alexandria, Virginia, in the quarterly Florence Crittenden Bulletin. Mr. Barrett urges every Florence Crittenden board to restudy its own problems in the light of his suggestions and confer on the results.

HOW TO PROTECT communities and social agencies from the solicitation and demands of the transients who "infest" the highways and to protect children from migratory habits is the subject of present study by inter-county family welfare councils sponsored by the Missouri Conference for Social Work. There seems a hint of a feminist bias in the policies adopted by the Inter-County Council of Audrain, Boone, Calloway, Cole, Cooper and Randolph Counties, of which Ada C. Niedermeyer of Columbia is secretary and Nell Jaspar of Fulton is secretary. This council has agreed that it will not give railroad tickets or highway transportation to transients without first verifying the fact that the place to which the recipients are going is their legal residence or that someone there will give them care. No meal tickets will be given to able-bodied men traveling alone. But when a woman and children are accompanied by a man, the organizations agree to give lodging and meals to the woman (and presumably the children) but not to the man.

WHERE TO TURN FOR HELP, *by Kathryn Farra. The Welfare Council of New York City, 151 Fifth Avenue, New York. Price 25 cents.*
The report of a study made under the direction of a committee of the Welfare Council and of a special committee on information services, analyzing the present resources of the city for directing persons in need to the appropriate social agencies, and giving the experience of 1766 individuals who were in search of assistance. An important need shown by the study—a central welfare information bureau—has been the subject of a plan which now requires only the financing to put it into action.

LAWS OF PENNSYLVANIA RELATING TO SOCIAL WORK. *Compiled by John S. Bradway. The Public Charities Association of Pennsylvania, 311 South Juniper St., Philadelphia. Price $2.50.*
A convenient and comprehensive compendium of Pennsylvania's laws relating to children, welfare, crime, workmen's compensation, marriage and divorce, public health and the like.

A STUDY OF CHILD AND YOUTHFUL MARRIAGES IN NEW YORK COUNTY. *Published by the Women's City Club, 22 Park Avenue, New York City.*
The results of a special study inaugurated by the committee on correction of the Women's City Club and made under a special committee representing a group of social agencies with Dr. Helen Montague, of the mental clinic at the New York Children's Court, as chairman.

COUNTY WELFARE ORGANIZATION IN OHIO. *The Ohio Institute, 277 East Long Street, Columbus, Ohio. On request.*
A report, with special emphasis on relief administration, made after an investigation by the institute of about a quarter of the counties of the state, chosen to represent a fair cross-section.

THE PROBLEM OF INSURANCE IN DEPENDENT FAMILIES, *by Maurice Taylor, director of General District Service, The Federated Jewish Charities of Boston, Mass.*
A reprint of Mr. Taylor's important articles in the Jewish Social Service Quarterly for September and December, 1928.

THE SOCIAL SERVICE EXCHANGE, *by Arthur Dunham. From the author, 145 Hilldale Road, Lansdowne, Pa.*
Another reprint, this time from Hospital Social Service, telling simply what every social worker should know about the social-service exchange and the only general pamphlet in this field now in print.

CHILD WORKERS ON CITY STREETS, *by Nettie P. McGill. Children's Bureau, U. S. Department of Labor. Order from the Government Printing Office, Washington, D. C.*
Newsboys and girls, bootblacks, peddlers and other children in street trades; their work, their earnings, families, health, education and the like, form the subject of this new bulletin in which the Children's Bureau brings together our fragmentary information from many cities on juvenile street work.

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Children Who Are Chronically Sick

By LUCILE EAVES

TWENTY-FIVE years ago I paid a friendly visit to a little cottage in a wind-swept court near the Pacific Mail docks of San Francisco. The opened door let out a current of hot air laden with smells of cooking and fetid odors of poorly nursed sickness. Mrs. Smith led me to the combined living and bedroom where an emaciated child moved restlessly on a soiled pillow.

"She has been at the Children's Hospital, but they sent word that they could not cure her hip, and that we must take her home. The nurse showed me how to put in the tube so the deep-down sore can drain out. I try to do for her, and John helps when he comes home, but she cries all the time. None of us can sleep at night. Please excuse the house. You know the boys must go to work. There's no one to help and my own strength has not come back yet."

This woman was cooking and washing for a large family although not fully recovered from a major operation. The sick child needed continuous expert nursing. The mother summed up her situation with the remark, "Well, there's always the dock and the waters of the bay when I can't stand it any longer."

Since that time, the children's hospitals of our large cities have been supplemented by a great variety of medical agencies which give humane care to such tortured children and relieve their overburdened mothers of tasks too difficult for their strength and training. Boston, with its three large university medical schools, is an excellent example of a city in process of developing a well-organized community program which will insure the prompt discovery and systematic treatment of all children suffering from chronic diseases. The fact that children numbered more than one in six of the chronic patients located by the social workers in the recent Boston Council survey, measures the success of this program in calling attention to chronic conditions in need of medical care rather than supplies an index of the relative prevalence of such sickness in this younger group.

More than a fourth of all the chronic patients located in the recent survey were found in the city and state infirmaries. Children in these colonies of the friendless, unfortunate and degraded are cared for in separate buildings and are rarely brought to public attention—no one willingly parades these innocent witnesses to human heartlessness and degradation. A well-equipped children's hospital is among the new buildings recently erected in Boston's Long Island institutional group. It has a capacity for 125 beds, but two of the sunny, empty wards are now used as playrooms for the patients. During a recent visit, data were obtained about the diagnoses and periods of care for 52 of the patients found in the wards.

Venereal infections requiring segregation and long periods of treatment were reported for more than half of these children. The crowded maternity wards of the Boston City Hospitals receive the patients when labor has commenced and keep them eleven or twelve days after delivery. Women who require medical care for longer periods than can be offered here must take refuge in the obstetrical wards of the city or state infirmaries. Many of these unfortunate women are the friendless outcasts of society. When a mother dies during childbirth or when she cannot or will not be discharged with her baby, the nurses of the Children's Hospital supply expert, kindly care until the infant is old enough for placement in a foster home under public supervision. However, only a small group of the patients are normal; the majority of those in the Long Island Hospital will require months or even years of hospital care. Thus half of the children about whom reports were obtained had been in the hospital over two years. Many required care for three to five years, and one, admitted in infancy, had spent ten years in this hospital. Chronic cases other than venereal have such diagnoses as eczema, rickets, cardiac complaints, malnutrition and idiocy.

THE poor and friendless who have not lived long enough in Boston to establish claims on the city's institutions must seek refuge in the State Hospital at Tewksbury. During 1927, the Infirmary admitted 289 minors, of whom 179 were under 16 years of age. There were 105 births—95 illegitimate. Half of the entire group of inmates were sent from Boston. The report of the social worker indicates that the Tewksbury children, like those at Long Island, often were victims of the neglect or transgressions of their parents.

Community cooperation with parents for the purpose of providing hygienic regimes or medical and surgical treatments for chronically ailing children who are members of normal family groups, is a more agreeable, though far more complicated, portion of our discussion. Space permits only a bare outline of the elaborate medical social services which are offered in Boston for the care and cure of the three largest groups of children who are victims of

MOST surprising of the findings unearthed by the recent surveys of chronic sickness in Boston is the fact that children compose one-sixth of the group of patients who must lie abed or go to clinics through months and even years. This story of Boston's exceptional set-up for chronically ill children supplements other findings of that city's survey reported by Lucile Eaves in The Survey of March 15.

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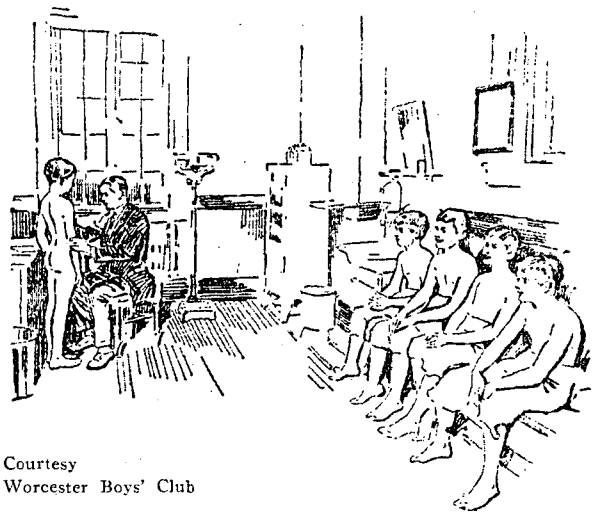
chronic or incurable diseases.

Lack of normal growth is by far the most common chronic physical defect of children. More than six in ten of the children under 15 years in age who died in Boston in 1927 were less than one year old, and three in ten of these infant deaths were due to lack of development or of vitality at birth. The health program for children of pre-school age is promoted in the chain of public health centers which are being built with the income of a large legacy left the city by a public-spirited citizen. Five of these centers are in operation and two more will be opened within six months. Three of the centers now in use have roof quarters glazed to admit violet rays, and equipped for the care of young children suffering from various chronic complaints which can be remedied or allayed by sunshine, nourishing food and carefully supervised alternation of rest and play. Thirty children are given all day treatments in each center. These glorified, public day nurseries educate the mothers of the neighborhoods by demonstrating the curative possibilities of hygienic habits. The varied activities of these health centers result in the discovery in early stages of chronic diseases, the supplying of instruction which will remedy less serious conditions, and the directing of poorer patients to clinics or other medical agencies where treatments may be obtained for serious complaints. The responsibility for health supervision passes next to the public schools where the periodic weighing, testing of hearts, lungs and blood continues. Each child receives a yearly physical examination which reveals malnutrition, carious teeth, bad hearts or other conditions which indicate or prepare the way for chronic physical diseases. In 1927-1928, about 600 children were found to be suffering from chronic conditions which could be treated in the rest and nutrition classes. A mid-morning lunch, a good dinner at noon, periods of rest on cots, and outdoor play, all under careful supervision, often bring remarkable improvements in the health of these children.



Courtesy
Worcester Boys' Club

The census of general hospitals, made on a given day during the recent Boston Council survey, resulted in the location of 626 chronic cases, of whom 133 were children less than fifteen years old. Children crippled by infantile paralysis or by diseases of the bones and joints were the largest younger groups found in the general hospitals. The aftermath of the epidemic of 1927, when there were 413 cases of poliomyelitis in Boston, is shown in the 46 patients suffering from infantile paralysis. The city and state public institutions, supplemented by generously supported private medical agencies, make possible prolonged medical and surgical care for every crippled child. An auto-bus collects children for treatment in special clinics; the New England Peabody Home for Crippled Children cared for 115 in 1927, of whom 74 were free patients; the Massachusetts Hospital School at Canton treated 740 patients during 1927, and had a daily average of 271 patients. The Massachusetts legislators have recently appropriated $5,000 to cover the first of a two-year-canvass by the Department of Public Welfare for the purpose of discovering all crippled children who can be benefited by medical and surgical treatments. The Industrial School for Crippled and Deformed Children in Boston gave special training without charge to 140 children in 1927, and vocational guidance and placement for such handicapped young persons are provided by both city and state bureaus. Thus crippled children in even the poorest families are assured the fullest benefits of scientific treatments, as well as special training and assistance in becoming self-supporting members of the community.

Children with chronic cardiac disease are not so well supplied with means of care, although their numbers and peculiar needs have been revealed fully by recent investigations. In the spring of 1926—the beginning of the period covered in the Boston Council survey of chronic sickness—the physicians of the public schools, in cooperation with the doctors in charge of hospital heart clinics, organized a city-wide survey of public school children whose most recent physical examinations gave indications of heart disorders. Six teams of experienced heart specialists, with assistance from school physicians and nurses, gave careful physical examinations to 2,311 of the 119,339 children then attending the public schools. The majority (1,344) of the children examined could be assured that they had no significant disease, but 625 showed definite organic heart disorders. Of these, 534 were acquired, 69 congenital, and the remainder were not assigned to either group. The examiners found also 265 possible and 77 potential cases of heart disease. The children examined were, of course, ambulatory, and no doubt more serious cases of heart disease were confined to their homes or under treatment in hospitals. Inquiries in public hospitals during the period of the survey showed that 160 Boston children were then under treatment for organic heart disease. The total known cases were thus 785 or 0.66 per cent of the children enrolled.

No significant racial variations in the incidence of the disease were discovered, but there were marked increases in the more congested districts of the city. Thus in the two most densely populated districts, the percentages averaged 0.7 compared with 0.4 in four less congested districts. Girls outnumbered boys in all forms of heart disease. Definite histories of rheumatic fever and chorea, either alone or in combination, were reported for 243 cases. Frequently parents were present during the examination and benefited by instructions from the specialists. Others were notified of results, and those unable to pay for home treatment were directed to public clinics or hospitals.

Two special unpublished studies based on hospital records, made under the writer's supervision by Dorothy G. Bancroft and Dorothy Buckner, show the difficulties met by hospital social workers who are charged with the after care of juvenile cardiac cases. Mrs. Bancroft studied carefully 173 juvenile cardiac patients treated at the Boston City Hospital, of whom 150 received care in the hospital wards and 23 in the special cardiac clinic of the out-patient department. These patients were comparable to the larger group discovered in the school survey, as 93 per cent were 5 years old or over; there were more girls than boys, and the

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children came chiefly from the more congested districts of the city. The strain of the colder season is suggested by the fact that the largest numbers were admitted in March, April and May, and the winter months came next in frequency. The most common periods of care were 30 to 40 days, but the average was 54 days. Mrs. Bancroft estimated that, during the two years studied, the care of the juvenile cardiac cases cost the City Hospital $37,203.

The permanence of the benefits depended largely on supervision given the patients immediately after discharge from the hospital, and here we find a weak place in the community program for the care of chronic sickness of children. Less than a third of the children to whom hospital treatment had been given came from homes considered adequate for after-care. Their large families—over a third had more than 7 members—lived in overcrowded tenements which must be reached by climbing long flights of stairs. There were only four single houses in the homes visited; 2 lived on the fourth, 51 on the third and 45 on the second floors; only 23 families succeeded in obtaining the first floor quarters urged by the medical social workers. The per capita weekly incomes of the families were small—almost a quarter of the entire group reported $3 to $4, and nearly three-fourths fell within $6. The difficulties of providing delicate children with nourishing diets and a quiet restful regime in such homes are apparent.

The House of the Good Samaritan supplied chronic hospital care for 41 of the 90 patients for whom it was recommended. This is a privately supported hospital which receives without charge, or for a nominal fee, patients who have a favorable prognosis. At present it has 52 heart cases in its wards. The children are kept in bed except for the carefully graduated periods which can be permitted without unfavorable symptoms. Blood tests enable the doctors to discover the exact amounts of activity suitable for each patient. The child is discharged when he can remain out of bed six hours in a day without signs of relapse. Usually it requires three months or more to reach this condition. After discharge the social workers of the hospital from which the child was received becomes responsible for home supervision, and for periodical examinations in out-patient clinics.

Convalescent placement could be arranged for 15 of the 28 children who no longer needed hospital treatment but could not obtain good home care. Children's agencies placed 8 in carefully selected foster homes and others were received in institutions for convalescents. However, 62 of the 173 cases studied were not provided with the after-care which the doctors had advised, and others were often obliged to wait in unsuitable environments until places could be found.

Miss Buckner's study of 100 chronic cases who had received care at the Children's Hospital verified in the main the conclusions reached by Mrs. Bancroft. The children were younger but nearly two in five (39) were cardiac patients; the other diagnoses in order of frequency were empyema, osteomyelitis, arthritis, diabetes, and a small scattering group. The families of these children lived also in overcrowded, upper-floor tenements; 46 homes were considered unsuitable for after-care. The convalescent home of the hospital received one-fourth of the patients, but 30 were returned to undesirable homes.

A remarkable community program for the discovery and care of chronic sickness of children is outlined in this condensed summary of Boston experiences. It achieves something more than the salvaging of human life, for these children are relieved of suffering, and frequently show the normal gaiety of childhood. The hospitals giving care to chronic patients provide pleasant school-rooms or kindly bedside teachers. The blessings of occupational therapy are not neglected, and special provision is made so that the permanently handicapped may find means of self-support. We have won a clear vision of what can be done for these children, whose needs readily enlist public sympathy. It remains to strengthen the weak places so that the community program may be adequately and beautifully realized.

℞: One Tabloid Monthly

By MARJORIE DENT CANDEE

THE Bellevue-Yorkville Health Demonstration in New York City has succumbed to the tabloid trend of the times and has established a picture newspaper as a new means of community education in health. Judging by the comments on the first two issues, this form of health publicity is popular among the residents of the district. The paper is entitled The Health News—Bellevue-Yorkville's Picture Newspaper. It has a circulation of 40,000, is issued monthly, and is delivered into the homes of the district by a distributing concern. The make-up of the newspaper is patterned closely after the metropolitan tabloids. Photographs, from chorus girls to Kiddies' Fashion Show, occupy most of the space on the four pages, every photograph a picture of health.

The first issue was devoted to the cause of anti-diphtheria propaganda; editorials, cartoons and news pictures were adapted to the campaign for toxin-antitoxin, and there was an inquiring photographer column with the photographs of five East Side mothers and a short statement from each in her native tongue in answer to the question: "Why do you protect your child against diptheria?" The second edition was largely concerned with tuberculosis prevention by the positive and practical method of early diagnosis. A photograph of Babe Ruth, with the caption: "Follow the Babe—Swat T.B.", and a quotation on the importance of health from the famous baseball player, is an example of the way in which health messages were tied up with news pictures. Herbert Hoover, Mayor Walker, Ann Pennington, Jane and Katherine Lee, and other celebrities lent their aid in the early diagnosis campaign. There are sob stories, beauty advice, district brevities, and public and Catholic school news continue the issue, with even a murderer's confession, under the caption: "Fiend Confesses Murderous Orgies!", and an account of "Tuberculosis" pleading guilty to the charge of sending victims to early graves.

The third issue, dated May 1, is devoted to Child Health Day, nutrition and dental hygiene. By issuing seasonable health information in popular and attractive form the demonstration hopes to push down the peaks on the death-rate chart of the East Side district which it covers and to improve the health and well-being of all. As the tabloid is still in the evolutionary stage, the demonstration's staff is open to suggestions and is particularly anxious to measure just how many of the residents of the district are actually reading it. Accordingly, several contests offering prizes will be introduced into future issues.

Social workers from all parts of the country have been writing to ask for detailed information as to costs of print-

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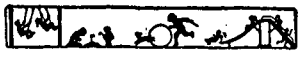
ing, distribution, and the like. For an issue of 40,000 copies it is cheaper to use a rotary press, such as the regular tabloid newspapers use; this means that the plates do not have to be mounted on wood. By an arrangement with one of the tabloid newspaper offices, plates may be borrowed at a nominal cost of one dollar each, thus keeping down the cost of having cuts made from photographs. For newspaper stock, these cuts must be 65-screen, which costs less than the 133 or 120 half-tone plates. The distributing concern charges $4.75 per thousand for the services of four men and an inspector who carry these papers into the homes of the district, placing them between the door and the door-knob of each apartment. The cost of printing this four-page newspaper is $215 for 40,000, on contract. The cost of plates, photographs, and retouching is generally about $100, varying according to the number of photographs. Thus the total cost of $525 for one issue averages a little more than one cent per copy. This is much lower than the usual piece of health literature, as booklets and pamphlets usually average four to five cents apiece.

Though the Health News is a brand new 1929 model in health publicity in its essential aim to dramatize the facts of disease and health, its crusading spirit recalls the old days of the "lung block" and the first campaigns against tuberculosis. Harry L. Hopkins, director of the New York Tuberculosis and Health Association, lineal descendant of the Charity Organization Society's original Committee on the Prevention of Tuberculosis, greeted the tabloid with the enthusiastic declaration that it has the tone of the original founders, the ringing challenge of the pioneers of 1902 and 1904.



GOOD NEWS for nurses comes in the recent announcement that the joint boards of directors of the three national nursing organizations have approved the new announcement of the Harmon plan for annuities for nurses. A pamphlet, giving its details, can be had for the asking from the secretary of the Harmon Association, 522 Fifth Avenue, New York City. Important features of the plan are: a monthly income, which once begun, continues as long as one lives; no physical examination; convenience in accumulating the fund through monthly deposits; no loss or forfeiture of any deposits; absolute safety of investment; in case of emergency, the privilege of borrowing against or withdrawing deposits already paid in; in case of death, the immediate cash payment to the specified beneficiary of the full credit balance on deposit; membership in an association organized to assist registered nurses, guided by trustees and officers chosen by the members themselves.

OUT OF THE intensive campaign launched in New York by the Diphtheria Prevention Commission, cooperating with the city Department of Health, have come a flock of novel journalistic experiments. The first of them was the Health World, a two-day tabloid newspaper devoted to spreading the good news of diphtheria immunization published by the commission and distributed to Brooklyn residents by the Boy Scouts. Bellevue-Yorkville's Health News, described on a preceding page, grew from a first issue on diphtheria to a continuing monthly health newspaper which is taking up various timely health subjects. The Bowling Green, the regular monthly paper of the Bowling Green Neighborhood Association, devoted the first page of one issue to diphtheria facts and directions in six different languages and three alphabets. And for Harlem the New York Tuberculosis and Health Association burst into the tabloid field with a one-day newspaper which it is hoped to repeat at some future time on this or another important health topic.

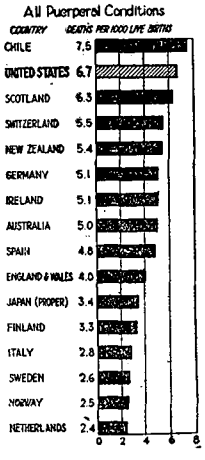
SLIM FIGURE CRAZE IS GIRL PERIL

Shadowy Spectre of T. B. Haunts Devotees of Extreme Dieting

...ats and donned sport clothes, they have been ...pinion of most medical experts, ...an BUT, some ...l to

OLD MOTHER HUBBARD and Her New Cupboard is the subject of a substantial pamphlet bringing together fifty very brief articles on nutrition, and especially on child feeding, prepared by Rama V. Bennett, nutritionist of the Los Angeles County Public Health Association, and recommended glowingly by Dr. J. L. Pomeroy, Los Angeles County health officer, for nurses, teachers, dieticians, physicians and the general public. The articles first appeared weekly in fifty newspapers of the county as a part of a year-round health-education program financed by Christmas seals. The pamphlet is published by the Los Angeles County Public Health Association at 1700 Michigan Avenue, Los Angeles, California.

THE NORTH CAROLINA Tuberculosis Association has recently added itself to the growing list of state associations which have been authorized by the National Tuberculosis Association to take on a program against heart disease as a part of their work. The step was taken after conference with some forty physicians in the state and with the president and secretary of the state board of health, all of whom warmly approved the plan. When the physician examines a patient for tuberculosis at the clinics sponsored by the association, he will at the same time make an examination of the heart, and when he makes an x-ray of the lungs, he will also x-ray the heart and interpret his findings.



THIS NEW CHART, based on statistics recently made available by the federal census bureau, repeats again the tragic record of the high death-rates of American women from causes associated with childbirth. In its maternal mortality rate, the United States almost tops the list of countries from which records are available and it is this condition, continued practically without improvement since 1917, which spurs on the interest of many groups in seeing that the work for the health of mothers and children begun under the Sheppard-Towner Act shall be continued in some form after that act expires in June of this year. (See The Survey, February 15, 1929: Shall We Support the Newton Bill? by Hazel Corbin, R.N.) The chart was prepared by the committee on the status of infant maternal mortality of the American Public Health Association. It is included, together with other charts and an abstract of the committee's report, in the Transactions of the Fifth Annual Meeting of the American Child Health Association, price $3.00 of the Association at 370 Seventh Avenue, New York City.

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Increasing Personality Assets

By ANNA Y. REED

WHAT have teachers to do with the habits and attitudes which make each individual a more or less integrated structure? I suppose we are all agreed that habits and attitudes *do* distinguish one individual from another, that they make him popular or unpopular, happy or unhappy, an efficient or an inefficient social unit.

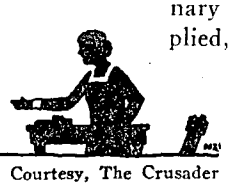
I shall not attempt any definition of personality, nor the justification of anyone's theories of personality structure or development. My problem is to analyze teacher-pupil relationship and discuss methods whereby teachers help to decrease or increase the personality assets of their students. I want to approach this problem from a purely practical angle.

There are several facts relative to pupil personality which are fundamental to this discussion:

1. Every pupil has personality problems. This is one of Burnham's contributions to the better understanding of teacher-pupil relationships. The same educator has helped us realize that the difference between personality problems of what we term "normal" pupils and "problem" pupils is qualitative rather than quantitative. If we accept this viewpoint, it is logical to assume that every teacher has some opportunity and some responsibility for the personality development of her pupils.
2. The teacher inherits personality problems. Fundamental thought and habit patterns originate in home relationships. The pre-school child experiments with various forms of defense or compensatory mechanisms. When his experiments "come out right" he uses the same mechanisms again and again and gradually perfects his skill in their use. When they "come out wrong" he forgets about them. The home environment in which these fundamental habits of meeting situations are developed includes physical aspects and a limited number of other personalities. The school is the child's first attack on a larger social environment, but he enters school with certain "sets" or attitudes toward the teacher, toward the other pupils, toward himself and toward the classroom routine. These are the teacher's inheritance.
3. There is some evidence that these early habits and attitudes are not necessarily permanent or irrevocable.
4. Many children meet for the first time, in the classroom, situations which lead to the inception and development of attitudes and habits used in later life-adjustments.
5. The most important element in classroom modification and development of pupil personality problems is the personality of the teacher.

With these five considerations in mind, let us ask, first, what are some of the teacher-pupil relationships which afford an opportunity for influencing personality? Second, what methods will help teachers make these relationships a more effective instrumentality for developing desirable personalities?

The child has entered school. The classroom is the new physical environment in which he is to use his defense and compensatory mechanisms. The formal educational process which this environment was instituted to foster seems at times to be actually competing with its environment to see which can create situations most unfavorable to the development of desirable personality.



Courtesy, The Crusader

The teacher's authority takes the place of parental authority. If her ideas of obedience and her methods of using authority fit in with parental ideas and methods, continuity in the development of this phase of the child's personality may go forward with little interruption. But if parental standards and teacher standards are in conflict, trouble begins. Sometimes the pupil works out two sets of mechanisms, one for the benefit of the parent, the other for the benefit of the teacher. The stage is set for many behavior and personality conflicts. The "authority" factor which offers such excellent opportunity for desirable teacher-pupil relationships is frequently so used that it is a detriment to the best interests both of the aggressive, independent, domineering pupil upon whom the teacher centers her "authority" in order to lessen his troublesomeness, and of the shy, dependent, submissive pupil whose personality is approved or forgotten because it is never "troublesome."

A SECOND opportunity for personality development through desirable or undesirable teacher-pupil relationships is found in the social atmosphere of the classroom. The teacher is the hostess. Her guests vary widely in personality traits. Her attitude toward each one is sensed if not understood. The importance of the methods which she employs in carrying on group assimilation processes can hardly receive too much emphasis in terms of influence on pupil personality. General culture, social grace, and personal refinement in dress, voice and manner are reflected in the atmosphere of the classroom and in the attitude of the pupils toward one another.

Here is a combined negative and positive illustration: A substitute teacher found her room in turmoil. Time for opening the session arrived. Pupils did not take their seats, noisy conversation continued. No one noticed the teacher, who sat at the desk calmly regarding the scene. The hubbub began to get on the nerves of the pupils. Finally one masterful voice yelled out, "Say, teacher, ain't we agoin' to have no lessons today?" Without raising her voice above the ordinary conversational tone the substitute replied, "I did not know that you wanted any."

She could not be heard and the pupils wanted to hear. "Sh-sh-sh," with increasing volume ran around

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the room. Pupils slipped into their seats. The room became oppressively still.

"Teacher, ain't we agoin' to have no lessons today?" the same pupil repeated.

"Why, of course, if you want them. I did not know you cared for them."

The spokeswoman arose, cast her eye over the group and then said quietly, "You see, we don't understand you and you don't understand the way we do things. I'll show you." She advanced to the desk, opened the drawer, and presented a wooden mallet to the substitute, saying, "We use the hammer and holleration method. Pound on the desk and we'll sit down. Pound again and pound hard and we'll get still. If you pound too hard the head'll fly off. Sometimes it does."

In the three weeks she was in authority, the substitute created a new social atmosphere in which the "hammer and holleration" method played no part.

AS long as our present scheme of education remains in vogue, the formal educational process is bound to be the aider and abettor of many undesirable personality traits. The wise teacher will find ways of minimizing, if not counteracting, the evils of our competitive grading system with its resultant feelings of superiority or inferiority. She will find a way to improve the quality of her own teaching, to lessen the necessity for cheating, to decrease the number of educational situations which foster dishonesty. She will help parents to be both more intelligent and more honest with reference to their children. Finally, she will continuously improve her own ability to understand her pupils on the basis of individual differences and to help them individually.

Let me cite an illustration of the manner in which the "system" creates situations unfavorable to the development of desirable personality and the manner in which those exercising administrative authority frequently use these situations for influencing personality development.

The drive for 100 per cent contribution to athletics was on in Blank School. John was the only pupil in Room 7 who would not respond to the call. His excuse was always the same, "Father does not wish me to give." The teacher exhausted her authority. Appeals to pride, threats of unpopularity and ostracism met the same reply. The principal took a hand.

"John, do you have any money of your own?" he asked.

"Yes. My father gives me a small allowance each week."

"Why don't you use that?" came next.

"Because my father told me not to."

"But if the money is yours what business is it of your father what you do with it?" was the ready retort.

This presented a new problem. The boy did not know how to meet it, and the principal succeeded in convincing him that it was his duty to save the reputation of Room 7, and to conceal his contribution from his father. This principal was pleased with his methods and with his results, all of which goes to show that teacher capacity for the development of desirable personality is as unequal as is pupil capacity.

And now, let us consider some methods whereby teachers can make their relationships more effective means for developing desirable personalities.

Normal schools and teachers' colleges should assume leadership in placing before the youth of the country the type of teacher-personality which tends to develop pupil-personality. Sometime we shall realize that the background and the personal adjustment or maladjustment of our teachers is continually being expressed and that its expression, for better or for worse, is a powerful factor in the education of youth. In the meantime, it's up to the teacher. What can she do to improve her methods so that she may become a better guide in the development of pupil-personality?

1. She can cultivate a personality worthy of imitation—"good taste" which finds its expression in dress, manner, voice, choice of room decorations, method of approach to pupil problems, and so on. You may call this "culture" if you prefer. From the teacher who possesses "this something" the pupils absorb it, they acquire the art of expressing it in desirable fashion, and they also acquire the ability to recognize it in others and thus to discriminate between the desirable and the undesirable, the true and the false.

2. She can cultivate what I like to call the spirit of scholarship. This will tend to develop accuracy, honesty in facing facts, truthfulness, objectivity in dealing with herself and with her pupils and it will give her an ever-growing knowledge of the real educational needs of her pupils. Scholarship focused upon her pupils will help her to understand the gigglers and the bluffers, the successful failure and the failing success. It will help her to distinguish between badness and illness and to determine whether the skeleton is in the family closet or the schoolroom closet. It will help her to understand how emotional conditioning results in show-offs, dependents, pessimists, and in shocked, wool-gathering types of pupils.

3. She can create within her schoolroom a social atmosphere which invites frankness and naturalness as well as courtesy and consideration toward others. She cannot make academic successes of all of her pupils but she can remember that failure as well as success is a valuable tool for personality development. She can use both with such wisdom and tact that fear, shame, pride, and egotism seldom appear in the picture. She can also set classroom situations which help her pupils to find their places in the group and make the necessary adjustments. She can help them to overcome personal prejudices and to acquire impartial attitudes toward both individuals and problems.

4. She can help her pupils to realize the worthwhileness of "education" as a job, remembering that the industrial, business and professional world inherit the accumulated personality problems of both home and school.

What Profit Education?

DOES the college graduate receive a larger salary than the grade school product? If so, why? Advancing a thesis contrary to the accepted doctrine regarding the economic effect of education, Professor Harold F. Clark of Teachers College has published a preliminary summary of a new study along these lines.

Statements to the effect that higher education will result in higher earning capacity are frequently put out by professional organizations and propaganda groups.

"How have these estimates of the money value of an education been made?" Professor Clark asks, "The most widely quoted studies have compared the earnings of a group of people that went to school with the earnings of a group that

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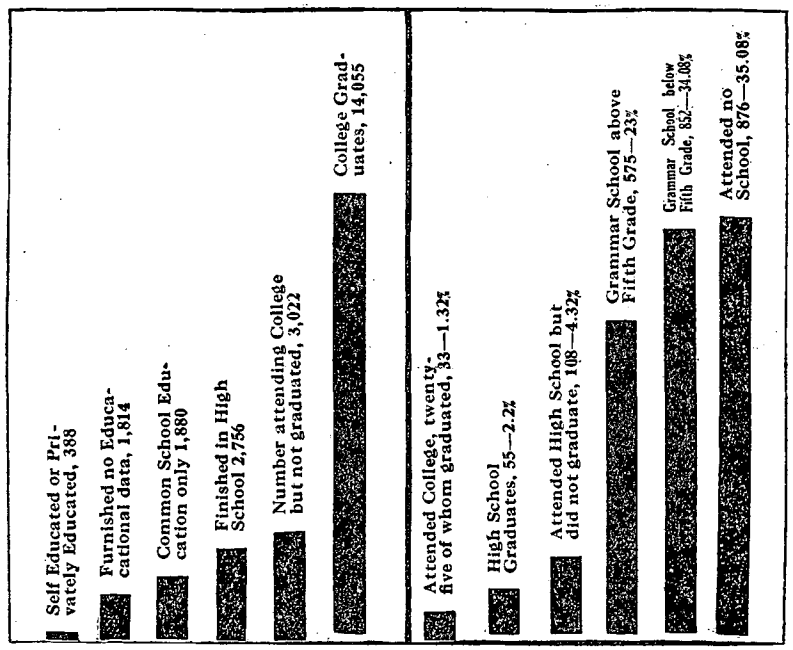
The Value of an Education


Self Educated or Privately Educated, 388
Furnished no Educational data, 1,814
Common School Education only 1,880
Finished in High School 2,756
Number attending College but not graduated, 3,022
College Graduates, 14,055
Attended College, twenty-five of whom graduated, 33—1.32%
High School Graduates, 55—2.2%
Attended High School but did not graduate, 108—4.32%
Grammar School above Fifth Grade, 575—23%
Grammar School below Fifth Grade, 852—34.08%
Attended no School, 876—35.08%

Courtesy The X-Ray

Of the 24,278 persns whose sketches appear in Who's Who in America, college graduotes numbered 14,055, or about 64%. The number reporting a common school education is 1,880.

The 2,500 inmates of the Virginia Penitentiary, State Farm and Convict Road Force, 33 attended college, 25 of whom graudauted.852 attended grammar school, but did not reach fifth grade. 877 attended no school.

did not go to school so long. Because the earnings of the group which went to school were larger, the authors of the study concluded that schooling had some part in producing the result. What do we know about the ability of the two groups, what about the family connections, the business openings, the inherited wealth, and other advantages of the group that went on to school as compared with an average group?"

There is the college class, for instance which, after being out of college ten years, reported an average income of $12,000, implying that college education was an underlying cause of such prosperity. No data was given as to how much of the income derived from inherited real estate or securities, or how many class members were carrying on family businesses into which they stepped from college. Professor Clark points out:

> No one has compared the incomes of brothers of equal ability who went to school different lengths of time. What would you expect the result to be? . . . Our preliminary results show that the longer one goes to school *above a certain minimum* the less is his income. The results rather consistently show that the man who went to school longer had a smaller income than his brother who did not go so long. . . . To be perfectly honest about it . . . is there any reason to suppose that four years in a liberal arts college will be more valuable as a training for business than the same four years in business would have been? It may be observed that so far as college experience intensifies the tendency to think and ponder over a situation it unfits one for business enterprises in which quick, decisive and daring action is essential to success.

The study is to cover various aspects of the wage question, including the former "scarcity value" of education, the effect of increasing numbers of clerical workers on clerical wages, professional incomes, the number of college students now contemplating professional careers and the probable effect of this more widespread professional training on professional incomes.

Professor Clark points out that economic return to the individual is not the only basis—is, in fact, perhaps the least important basis on which to evaluate higher education.

"The effect of education may be such that it does not increase the income of the individual but at the same time it may greatly increase the economic welfare of society. More education may not have more value to the individual, but it may have much greater utility for society as a whole than a smaller amount of education."

Several tentative suggestions and conclusions grow out of the study at this stage:

> It is still quite safe to tell an able boy that if he will go to college he will make more money than a very much less able boy who does not do so. There is some evidence (uncertain) that he will make less than a boy of equal ability who does not go. . . . College education, by and large, is so highly desirable in view of its enrichment of the lives of our boys and girls that it should not be debased by urging it on any other than honest grounds. The economic arguments in its behalf not only are out of keeping with many of the scholar's ideals, but frequently are harmful because they are leading thousands of American boys and girls into expectations of large incomes —expectations that cannot be realized.

Studying the College Student

By HERBERT A. TOOPS

AS a plan that reduces the required "reeducation of every generation," personnel workers in public schools, colleges, and in industry, too, are increasingly intent on having personnel theory and practice permeate both faculty (or executive) and student (or worker) groups. Some of the colleges have gone to extremes on this point, insisting that the personnel work of an institution should be done through the instructors alone. This scheme is generally held undesirable, a better plan being for the faculty to initiate problems, to help formulate personnel philosophy and to decide which problems are most urgent, but to allow a central personnel and research bureau to carry out, through its trained staff, the work that is outside the field and training of busy teachers.

This, perhaps, summarizes the general trend of thought among personnel workers today, as it was brought out at the recent vocational guidance and Personnel Research Federation meetings in Cleveland.

"What an educated man should know," wastes in college education, the careers of 15,000 business and professional women, modifications of the Antioch plan and changing interests of college students were some of the outstanding re-

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search subjects reported on during the meetings.

Based on a comprehensive examination of some 2,000 questions of the objective type, the University of Pittsburgh has been trying to discover "what the educated man should know." The examination has been given to practically all the students in all Pennsylvania colleges. Presenting preliminary results, Professor Walter B. Jones stated that no student correctly answered one-half the questions. The poorest students in the best college were practically as successful as the best students in the poorest colleges. "The effects of forgetting" were startlingly brought out. Concerning certain subjects "taken" in freshman year, sophomores know less than freshman, juniors less than sophomores, seniors still less!

The results of a follow-up study through college of 2,000 freshmen were presented by Dr. Harold A. Edgerton of Ohio State University. Only about 18 per cent of the original 2,000 entrants graduated within four years, and only 35 per cent (estimated) ever graduated at all. The relationship of college success to intelligence test scores indicates that the lowest 10 to 20 per cent of the freshmen now entering Ohio colleges should probably be discouraged from entering college at all. The chances of success for such students can be increased by remedial reading and study habits, though carefully controlled experiments show that such treatment is more productive of real reformatory results in the case of students in the upper three-quarters on the intelligence tests.

From the viewpoint of its possible contribution to vocational education theory and the theory of guidance, the study of the careers of 15,000 business and professional women by Margaret Elliott and Grace E. Manson of the University of Michigan is an unusual one. Various useful research techniques are being worked out here. Data has been only partially analyzed. The usual relationship between higher education and higher wages has been found. Also, the earning peak occurs earlier in the grade school group than in the highschool and college groups. By making the rather dubious assumption that the business woman of 30 represents the present business woman of 25 but five years older, we have a pretty picture of "education delaying the onset of senility." It would seem, however, that only an annual follow-up of the careers of a large body of workers over a period of years would answer this question with authority.

Preliminary results of an intensive study of the interests of a vocational group of college students, presented by Professor E. J. Strong of Leland Stanford, indicates a rather marked constancy. Interest changes through four years of college are apparently only those in line with better adjustment to the college curriculum. Much work remains to be done in this field.

Lively interest was created by the statement of Dean Hatchett of Antioch College that Antioch considers abandoning its program of five weeks in school alternating with five weeks in industry (see The Survey, June 1, 1927, page 259). It soon became evident, however, that the projected change rests on experience indicating that five weeks is too short a time for the student to "get settled" either in industry or on the campus. The college is trying to work out a plan providing longer intervals both in school and in industry, and not necessarily constant for every individual.

In discussion from the floor two principles of broad implication were formulated:

1. Legal certification and the like should be based not on the traditional name of an occupation and its traditional duties but rather on analysis of the actual functions performed by people in the occupational group in question. Thus the Court of Appeals of the state of New York has come to recognize as lawyers men and women who have never tried a case in court. Modern law practice includes many jobs that do not involve court room appearance.

2. An interest may be an ability of some sort: specifically, determining "interest" through an interview, questionnaire or interest test may be but a second hand and inferior method of determining ability. Only a very subtle mathematical analysis can reveal the "elements" of ability and capacity.

AN ADVENTURE in adult education is offered California visitors by the state university at Berkeley this summer. A six weeks' summer school has been planned which not only offers "special training to leaders, teachers and administrators in adult education," but also provides "courses which will be live, stimulating and full of general interest to anyone who wants to know more about the world he lives in." Here is a chance for a genuinely re-creative experience for those planning to take their vacation as a continuation of their trip to San Francisco for the National Conference of Social Work. Courses offered will include The Meaning of a Liberal Education, Problems in Human Adjustment, Aesthetics in Everyday Life, Political Development in Europe During the Past Two Decades, Vocational Education, Parental Education, Practice Course in the Teaching of English to Foreigners. Among the teachers will be Professors H. A. Overstreet, W. A. Orton, Hartley Alexander, C. A. Prosser, Philip Youtz, Ethel Swain. Music, pageantry, dramatics, outdoor sports and week-end trips to places of interest about the bay district will be part of the school program.

A THIRD SUMMER session for children and teachers is announced by Manumit School, Pawling, N. Y. Fifty children between nine and fifteen years of age can be accommodated, divided into three age groups, each under a leader and an assistant. The student teachers will cooperate with these groups. Group activities will center in projects making use of the country environment, and will include gardening, care of animals, building projects, nature study and forestry. Horseback riding and swimming will be part of the daily activity. Teachers will have an opportunity to orient themselves in the spirit and the methods of an experimental school.

THE IMPORTANCE of the summer camp as an educational institution and its relationship to the home, the school and the church in this field was made the study of a special committee of the New York section of the Camp Directors Association, the report of which has just been published. Ralph C. Hill of Walden School, New York, was chairman of this committee. The report defines the essential functions of the camp as education for "physical health, emotional integration, an understanding of primitive processes, enlightened social participation, the acquisition of tastes and appreciations and spiritual growth." So viewed, the summer camp ceases to be merely "a 'vacational' or 'recreational' place where children are sent to play and have a 'good time'," and becomes an important educational agency in meeting the needs of "the developing child." The report considers in detail how the summer camp may be organized to perform its six-fold educational function.

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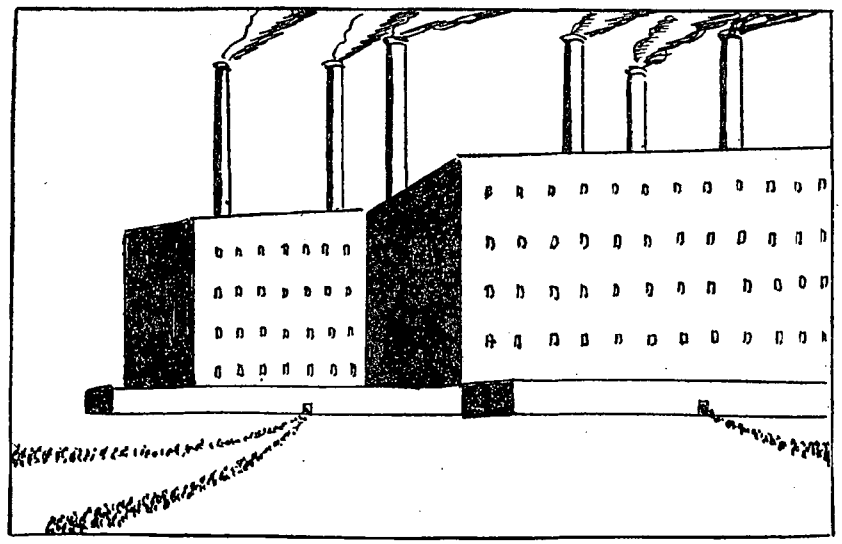
City Negroes and Jobs

By CHARLES S. JOHNSON

THE significant concentration of Negro city problems around employment means a shift in emphasis in Negro education, in Negro community problems, in relations between Negro workers and their employers and between white and Negro workers. Heretofore the tendency has been to view the industrial status of Negroes as an isolated problem, coordinate with the problems of health, housing and recreation. Whatever was gained by the particularization, perspective was lost, and with this the power not only to alter conditions but to understand them.

Thus, at the recent conference of the National Urban League in Louisville, the opening discussion by John A. Fitch of the New York School of Social Work appropriately concerned itself with present trends in American industry. The fact that industries have learned actually to increase production using two and a half million fewer men becomes immediately important for Negro labor. Trade unions are almost at a standstill, having reached their peak membership during the war period. Company unions, which represent employers' attempts to attack the problem of collective bargaining in a new manner, have approximately two million members and are growing. In the face of fundamental changes affecting workers, thirteen million of a possible seventeen million wage-earners are yet individual bargainers.

The trends of the new unionism as represented by the Amalgamated Clothing Workers and certain of the printing trades indicates that in future there will be two distinct directions. One of these will show increased cooperation with employers. The other will become more radical in its avoidance of employer-employe cooperation. Labor legislation, of which there is yet not a great deal, will insist more upon protection for children and women, providing safeguards against hazardous occupations, night work, and excessive hours. The demand is increasing for social insurance, unemployment insurance and old age pensions. Three technical changes impending are: the restriction of immigration, which will increase the homogeneity of the American working population; the tendency of industries to move from North to South; the disappearance of free land.



The Factory. From Man the Miracle Maker. By Hendrik Van Loon, Liveright, $3.50.

The relation of Negro workers to these trends was pointed out by Ira de A. Reid, the League's director of research and investigation. The distribution of occupations shows Negro workers grossly under quota in trades, manufacturing and clerical occupations and above quota in agriculture and domestic service. Competition with Mexican labor and new machinery together with displacement in certain jobs, particularly in hotels, by white workers, has increased difficulties. Fewer Negroes are given vocational training in public schools. The established Negro trade schools appear to be abandoning the trades.

The plight of the Negro worker, it was pointed out by another speaker, was in a large measure the plight of all unskilled workers. The decreased productiveness of agriculture, economies in management, in use of coal and oil, together with the saving in man power through machinery have drawn thousands to cities and created a larger excess than could be taken up by such new industries as the radio, and the services connected with the automobile. Probably three million more persons are unemployed now than in 1923 and by the same principle of estimate no less than 350,000 Negroes.

IN view of this new excess and competition among white and Negro workers it was thought unnecessary to formulate a theory of insidious propaganda to explain losses of certain old jobs of Negroes. A study in Nashville revealed about 30 per cent of the Negroes engaged in these new industries.

The League secretaries from about fifteen cities, in a symposium, revealed the differentual status of Negro workers. It became evident that Negro industrial status was not a single racial picture but a constant relationship with fluctuating business cycles. Nevertheless, special handicaps were noted: the antagonism of labor unions; attitude of employers; complaints of white fellow employes.

Discussion of means of breaking economic deadlines revealed these methods by which Negro workers had succeeded in getting into positions: through the personal interest of some members of the management in a particular Negro or his family;

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superior efficiency; labor shortage; the elimination of prejudice among employers or employes; the practice of "passing" for white; political influence; gradual introduction of Negro workers by beginning with Negroes of fair complexion and adding successively darker persons; accepting completely segregated facilities; opportunism; training and apprenticeship.

Complaints were voiced over the disposition to ignore vocational training for Negro youth in Negro schools, and over the sudden and disturbing new willingness of public school authorities to let Negroes have the inexpensive classical training while providing the expensive equipment for vocational training for white students only. Negro teachers and school officials were censured for failing to impute sufficient dignity to vocational training, and these, with the parents of children, were held responsible for the social and economic waste consequent upon this lack of training for vocations.

President F. D. Bluford of the Agriculture and Technical College of Greensboro, North Carolina, presented a survey of 3,000 Negro highschool students to determine the careers for which they were preparing themselves. Only 41 were planning to enter agriculture, although 75 per cent of the Negroes of the state were engaged in agriculture, 9 planned to enter scientific fields, 16 engineering, 52 social service and the ministry, 83 business, 207 trades, 249 clerical work and 2,062 the professions of medicine and law.

This disproportion in occupational objectives was regarded as most disturbing in view of the increasing requirement for Negro workers outside the professions, and the fact that over 9 per cent of the population at the highschool age level eventually fall into non-professional work, for which most of them are unprepared. Thomas L. Puryear of Newark urged increased services to this field through the land grant colleges, the need of a survey of vocational opportunities open to Negroes, and a re-vamping of curricula in Negro vocational schools.

The position of the vocational schools was defended by Monroe N. Work of Tuskegee, J. R. E. Lee of the Florida A. and M. College and F. D. Bluford, who urged that their graduates were in constant demand, received high wages and were seldom troubled with the problem of getting work or holding it. The addition of college subjects to the curriculum was not a change of policy but an intensification of it. This feature was further pressed by the Rev. Joseph Meyers of Kansas City who viewed this education as a necessary defence, through the enrichment of the imagination and ability to use leisure time properly, against the increased monotony and mechanization of industry. The opportunity offered by Negro business for Negro workers was presented by Albon L. Holsey of Tuskegee from the findings of a recent business survey by the Negro Business League. It was estimated that Negroes could, through proper organization, provide 125,000 new jobs for themselves, and more if they could command a portion of their own annual food and clothing expenditures. As a first step in organization he recommended retail associations with a purchasing agent to assist them in competition with the chain stores.

Social principles are mutable and are constantly being altered by economic forces, was emphasized by Broadus Mitchell of John Hopkins in one of the most penetrating discussions of the conference. The machine age is changing social life. In the economy of the old South every objection was made against the poor white that is heard today against the Negro. The recent industrial unrest in the South makes it apparent that conditions are changing so suddenly that no social machinery has been devised to meet the change. One reason why Negroes are not in the one characteristic new industry of the South is because it is the South's one characteristic industry. New speculations appear now as employers face unionism and may be tempted to use Negro labor as a last recourse, precipitating new difficulties and possibly conflicts. The hope is that there will be so many new industries that there can be a balance and rotation of workers.

The problem of Negro women in industry was discussed by Alma Herbst who for two years has been engaged upon a study of Chicago. Although numbers have increased, their position, she felt, is still precarious, both in the matter of returns from their labor and in tenure.

Suggested solutions ranged from specialized training to organized protest. T. Arnold Hill, the director of the league's industrial relations department, suggested the "preempting of certain trades by Negroes." Dr. Nathaniel Cantor of the University of Buffalo urged that a communality of economic interests would tend to blot out the color line. Benjamin T. Hubert of the Georgia State Industrial College would send Negroes back with a new dignity into the old service lines of work and into agriculture.

The address by Eugene Kinckle Jones, the executive secretary of the National Urban League, outlined the activities and growth of the combined work in eighteen years from a single secretary and clerk with a budget of $2,500 to a combined personnel of about two hundred and a budget of nearly a half million.

Which Way Workers' Education?

By DAVID J. SAPOSS

CAN workers' education be made safe and yet retain enough vitality to stay alive? Around this question revolved the debates of the contending elements which participated in the recent convention of the Workers Education Bureau at Washington.

Those in control of the American Federation of Labor and the powerful trade unions affiliated with it frankly demanded "safe" education. As President Green of the A. F. of L. stated in his welcoming address to the delegates, and as was reiterated by other leaders in the course of the convention, workers' education must not undermine the confidence of the rank and file in their leaders. Or, as it was otherwise stated, workers' education must not be anti-American Federation of Labor. In this instance, as is often the case with leaders, opposition to or criticism of them was interpreted as applying to the movement they head.

Those who differed, as expressed in the opening address of President Maurer of the Bureau, took the position that education that does not expose the students to all points of view on a given situation, and which prevents critical discussion is not really education. Moreover, they contended

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that the students who are attracted to workers' classes are not merely interested in having the official point of view presented, but want the subject under discussion treated from various angles.

But these differences on educational method were only the surface indications of more fundamental disagreements in the labor movement. For some time the trade union movement has been tightening its lines so as to exclude all elements that manifested a disposition to take issue with the dominant leadership. This policy proved eminently successful in the elimination of effective opposition within the unions. But the non-conformist elements, particularly the remnants of the once-powerful progressive opposition of early post-war days, which even forced the A. F. of L. under Gompers' leadership to go on record in favor of government ownership of railroads and nationalization of mines, and which was later the backbone of the LaFollette third party in which the federation also joined, remained the influential factor in the workers' education movement, where they functioned at least as a potential opposition.

AFTER the unions were cleansed it was natural for the national leaders to turn their attention to Brookwood Labor College, which was regarded as the rallying point for the progressives not only in workers' education but within the entire labor movement. Brookwood was accused of fostering Communism, atheism, immorality and sedition. Brookwood met the attack by repudiating these charges, but frankly acknowledged that in addition to favoring union action that would promote the immediate interests of the workers, it also favored action that would ultimately introduce a new social order based on service rather than on profit.

From the point of view of policy it believed that trade union action ought to be supplemented by independent political action, the building of an effective cooperative movement, and otherwise injecting the labor point of view into all the life-activities of the workers. On the other hand, the educational method of Brookwood, it maintained, was thoroughly scientific, aiming to develop the critical faculties of the students by considering, in approved pedagogical fashion, all points of view.

As a result of the Brookwood-A. F. of L. controversy, the air was cleared so that at the Workers' Education Bureau convention the old bugaboo of Communism was not featured. Instead, the issue that it is unsafe to permit other than official and conservative opinions to be presented in workers' education classes was much more frankly presented. So open was the attitude of the leaders on this point that the Committee on Textbooks even attacked the texts sponsored by the bureau. The committee's chairman, Victor Olander of the International Seamen's Union and the Illinois Federation of Labor, declared that only one of the books was "free from taint." He held that all others, written by such educators as Walton H. Hamilton, now of Yale; Howard L. McBain of Columbia, Alfred D. Sheffield of Wellesley, and James Harvey Robinson, were harmful and should either be closely edited before being recommended to workers' classes, or discarded.

But how accomplish this aim of keeping workers' education insulated so that only one viewpoint will be transmitted? Obviously to ban labor colleges and workers' classes wherever and whenever they deviate from the prescribed path would be inefficient and bothersome. To get control of the machinery would be much simpler. Hence the organization of the Workers' Education Bureau was changed. Prior to this convention the bureau was an autonomous body, giving wide latitude to the colleges and classes affiliated with it. Moreover, in accordance with progressive educational policy the classes, labor colleges and local unions from which students were recruited were permitted, on a functional basis, to nominate their own representatives to the executive board of the bureau, giving minority and non-conformist elements a chance to participate. Thus Mr. Muste, head of Brookwood, was present at the convention as a delegate from the teachers' local union of Brookwood.

But the convention changed the constitution to put control of the bureau under the national unions, safely purged of opposition elements and farthest removed from workers' education activities. This was done by giving them the majority share in representation at conventions. The representation for the rank and file of students was materially reduced and rigidly circumscribed. The members of the executive board, instead of being elected from functional groups, are now selected from the delegates at large, most of whom will represent the national unions. Local unions, where students are recruited and classes formed, are no longer entitled to representation. Not only have labor colleges had their representation reduced, but, to make control trebly certain, it is provided that labor colleges can only become affiliated with the bureau when they are approved by the central labor union of the locality and by the state federation. Further, they must be acceptable to the executive board of the bureau as not being hostile to the A. F. of L. Thus the labor college must run the gauntlet three times before it can secure affiliation. If the local central labor union is liberal or tolerant, it will be checked up by the state federation. Should this latter body not be sufficiently alert, then the executive board, dominated by officials of the national unions, will protect the faithful.

Since most of the interest and enthusiasm in workers' education has always come from the bottom rather than from the top; since it is the more alert and critical-minded that have been interested in workers' education, both among teachers and students; and since it is known that the leaders look with suspicion even upon their own brand of workers' education because it may be difficult to confine it within the narrow limits they have set, the action of the recent convention of the Workers' Education Bureau is a serious challenge to vital and effective workers' education in this country.

FOR THE GUIDANCE of study and discussion groups interested in the facts and the problems of unemployment two new outlines are available. The first, prepared by Dorothy Hubbard of the National Board of the Y.W.C.A., covers the American unemployment situation; the effects of unemployment on industry, on the workers' group, on the individual; causes of unemployment; suggested methods of amelioration; first hand experience, as brought out in the findings of discussion groups at summer industrial conferences of the Y.W.C.A. A supplementary section on Unemployment in Its International Aspects has been prepared. Both sections include

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suggested discussion topics and careful bibliographies, and may be ordered from the National Board of the Y.W.C.A. (600 Lexington Avenue, New York) at twenty-five cents for the two. The second outline, prepared in connection with the cooperative study of the consequences of unemployment being carried forward by the National Federation of Settlements (see The Survey, April 1, page 50) is intended to clarify their own observations and experiences and get at some of the underlying causes of unemployment. This outline would be useful to workers' education as well as to settlement groups. Copies may be ordered from The Inquiry, 129 East 42 St., New York, price five cents.

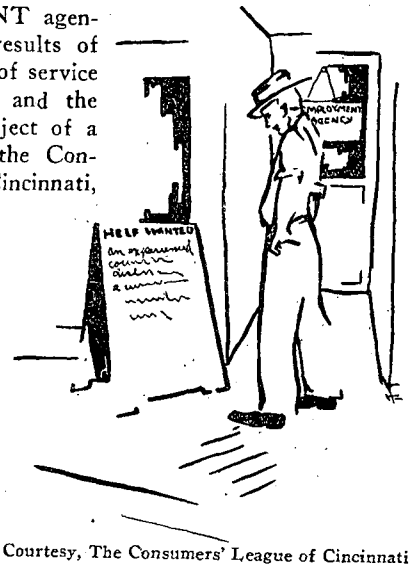
"A SURVEY OF SURVEYS" might well be the title of the 160-page report recently issued by the Social Science Research Council. As a matter of fact, it is called A Survey of Research in the Field of Industrial Relations, and Herman Feldman of Dartmouth is the investigator responsible for it. The report maps the field of modern industrial relations and considers the various sciences involved. Among the headings under which going research projects are listed and described are: racial traits and the Negro, physical health in industry, mental hygiene in industry, vocational guidance, hours of work and fatigue, sex differences in capacity and the problems of women in industry, unemployment and mechanization, the older workers in industry, housing and transportation, education and industry. Here is a most useful guide to sources of better understanding of labor conditions and of social problems rooted in modern industry.

A THIRD SOUTHERN summer school for women workers in industry will be held this year (see The Survey, Dec. 15, 1928, p. 358). The place will be Burnsville, North Carolina, and the time July 11 to August 23. The subjects offered will be economics, English composition, public speaking, dramatics and health education. The conference organization will make possible small discussion groups, individual conferences, and close correlation between the different subjects. A scholarship of $175 to be raised largely in her own community will be granted each student, covering tuition and living expenses, including laundry. Women between the ages of 18 and 35, who have had schooling through the sixth grade and two years experience in industry are eligible. Last year there were twenty-five students. This year the school will have accommodations for forty. Full information may be obtained from Louise Leonard, director, 209 West Madison Street, Baltimore.

A SIX DAY PROGRAM, focused on methods of promoting satisfactory human relations in a scientifically organized industry, has been arranged for the summer meeting of the I.R.I. (International Industrial Relations Association) to be held at Schloss Elmau, Klais, Upper Bavaria, June 26 to July 3. The discussions will be based on the proceedings of the Cambridge meetings in 1928 (see The Survey, April 15, page 136). The first day will be given to a discussion of conference methods, and to a consideration of the place and meaning of groups in industry as factors in fundamental human relations. The subject for the second day will be, What is a scientifically organized industry? For succeeding days: the job and its conditions; labor's participation in a scientifically organized industry; personnel policy and procedure; economic trends and policies in combinations and interrelationships of industries.

THE PLACE and the importance of industrial relations in the training of engineers was the subject of an informal conference held last winter in the home of Sam A. Lewisohn in New York. The proceedings of that conference have recently been printed. Here is ample testimony to the need for adding some understanding of labor problems to the technical equipment of the engineer. Various instances were cited of firms which had "incurred monetary loss because of the fact that managers in certain plants who had the engineering equipment lacked the knowledge of how to handle the human beings in their organization." Reports were made of what has already been done along this line, particularly in Penn State College. The conference voted to ask the Society for the Promotion of Engineering Education to give special study to the matter of personnel and to make recommendations as to procedure.

HOW EMPLOYMENT agencies function and the results of their methods in terms of service to employers, employes and the community was the subject of a recent study made by the Consumers' League of Cincinnati, (Employment Agencies in Cincinnati, by Frances R. Whitney.) The study covers the practice of both fee-charging and public agencies in regard to common labor, skilled and semi-skilled workers, domestic workers, clerical and office workers, professional people and juniors. There is also a section on other agencies serving special groups. As a result of visits to the various offices, examination of contract forms and records, interviews with employes and employers and with heads of employment agencies, the investigators conclude that existing services fail to place an unduly large percentage of applicants (only 38 per cent were placed by private agencies, 65 per cent by state-city employment service); that private agencies charge excessive fees, and "indulge in practices detrimental to the worker," that they add to employers' costs through supplying ill-equipped labor; that the junior placement is inadequately handled in Cincinnati, and that "in general the labor market of the city is disorganized." While the study was in progress, a city ordinance was passed controlling by licensing and inspection the practices of fee-charging agencies. The Consumers' League of Cincinnati also recommends "the greatest possible development of the free State-City Employment Service," and the limitation of the number of private employment agencies through state law.



Courtesy, The Consumers' League of Cincinnati

A TWO-YEAR EFFORT to reduce street-car accidents in Boston has had interesting success. The campaign has been under the supervision of the staff of the Personnel Research Federation. The records show that in the past year accidents were cut down 26.6 per cent below the previous five-year record. Serious collisions have been reduced in the same proportion as minor accidents. A special effort was made to single out the prone-to-accident motorman and help him to become a safe operator. It was found that these men constituted 20 to 25 per cent of the force, and that they have from 50 to 60 per cent of the accidents. On January 1, 1928, there were 472 of these men operating on the surface cars and bus lines. The average was 6.4 accidents per man. In 1928, these same men averaged 3.8 accidents. During the year, 312 of these men disappeared from the high-accident class entirely. Individual methods were used in each case. No two men were exactly alike, though, in general, proneness to accident was found to be the result either of physical defect or of need for re-training to overcome specific faults of operation. Only in a few instances were the men disqualifed or discharged.

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Children and Movies

By ROY F. WOODBURY

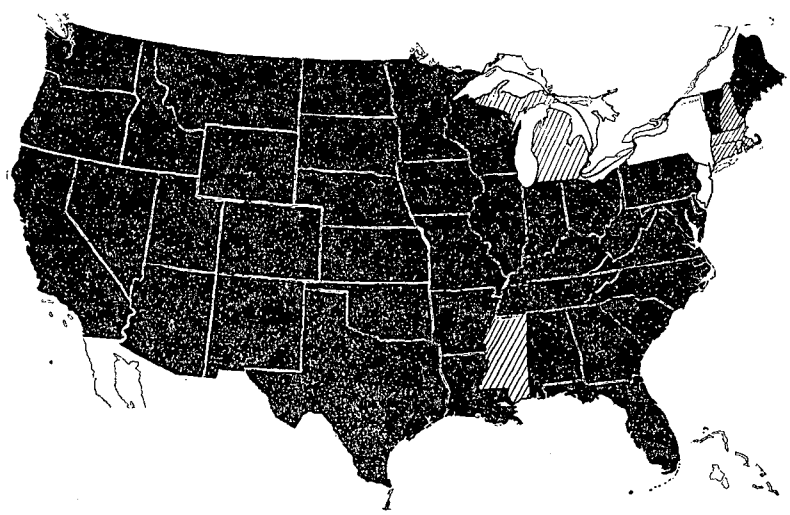
EIGHT to ten million children in the United States under seventeen years of age weekly pay their tribute to the god of the "silver screen." This significant statement gives some idea of the magnitude of the problem of the attendance of children at motion picture performances.

From information secured through the office of Will Hays it is estimated that from one hundred to one hundred and twenty million persons attend the movies each week in this country. At the National Conference of Social Work held in Des Moines, Iowa, a representative of Mr. Hays' office presented the results of a survey showing that the children under seventeen years of age constituted 8 per cent of a movie audience in an urban community. This figure has been challenged as being far too low. By using that low figure, however, we obtained the result stated in the first paragraph.

With this vast army of youth pouring into the movies weekly, social workers and others naturally are interested to know something about the conditions under which children are witnessing performances, what kinds of pictures are shown, and the specific provisions made for children's protection.

To answer some of these questions inquiries were made of the social agencies throughout the United States, and in several instances of the secretaries of state concerning state laws regulating the admission of children. The results of this inquiry are shown on the accompanying map. It shows that only two states, New York and New Jersey, have definite statutes. Their laws prohibit the admission of children under sixteen years of age to motion picture shows at any time, unless accompanied by parent, guardian or authorized adult. The enforcement of this law in the two states will be discussed later in this article.

Six other states, New Hampshire, Massachusetts, Connecticut, Rhode Island, Michigan and Mississippi, prohibit the admission of children during school hours and after certain hours in the early evening. Aside from these restrictions an unaccompanied child may be admitted to any motion picture show without limitation as to the type of picture he sees.



White: States which regulate attendance of children at movies; shaded, partial regulation; black, no regulation—any child may see legally any film at any time

The remaining forty states have no regulations (with minor exceptions to be noted). Unaccompanied children may witness any type of picture, at any time, without restriction. In a few states children are barred from pictures which have been declared unsuitable for children under sixteen by the state board of censors. In some of the larger cities, efforts are being made to regulate the attendance of children by local ordinance, and some have curfew laws which apply after nine o'clock in the evening.

The states which attempt partial regulation in connection with admission have the following restrictions: Connecticut prohibits boys under fourteen and girls under sixteen from attending motion picture performances unaccompanied, after 6 P. M. or during school hours; Massachusetts limits the attendance of children under fourteen years after six o'clock in the evening or during school hours; Michigan restricts the admission of children under sixteen years of age after eight o'clock in the evening; Mississippi prohibits the admission of unaccompanied children under ten years of age, but children over that age may attend without an escort; New Hampshire prohibits the admission of children under fourteen years of age after sunset; Oregon has a curfew law which forbids unescorted children from attending motion picture shows after nine o'clock in the winter and ten in the summer, and because of the lateness of this hour Oregon was not included with those states having partial regulations.

This unfavorable state of affairs indicates that relatively little consideration has been given thus far to the attendance of children at movies, a striking contrast to the European situation. Abroad, even though accompanied, children are definitely prohibited from attending performances unless special provision has been made for the showing of specially selected pictures in special theaters chosen because of their safety.

As intimated, the fact that New York and New Jersey appear white on the map is no indication that they are "holding the torch for others to follow." Both of these states have yet to find the answer. Their statutes prohibit the admission of children at all times unless accompanied.

One point is certain, however—to prohibit children from attending motion picture shows

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altogether is not the right answer. They will go in spite of this law, and in fact it only creates disrespect for law on their part. Because the law is so inflexible there is a general apathy on the part of the public to its rigid enforcement. This is especially true in New York. In both New York and New Jersey the law is being openly violated and so-called children's matinees are being conducted in violation of the law. In most instances these are children's matinees in name only; they merely show a feature picture which has been shown the night prior and which is intended for adult consumption, and add to the program a cowboy or a serial picture, a comedy and a news reel. Often on Sunday afternoons children attend these theaters unaccompanied and witness pictures which are being shown for adult consumption, generally not suitable for them.

Various communities, especially the larger centers, have tried to conduct admirable children's matinees, where special programs are shown with varying degrees of success.

But as yet not very much has been actually accomplished to provide children with special performances. Motion pictures in one form or another are here to stay and are a vital part in our community life. No one will deny that motion pictures shown to children under the proper conditions are desirable. On the other hand, many responsible groups in various communities throughout the United States recognize the value of proper motion pictures for children, properly shown, and are interested in doing all they can to bring this about. All agree that certain changes and reforms are necessary. Though perhaps differing in non-essentials, in the main there is agreement. The program of those best qualified to offer proposals might be summed up in the recommendations made by the Children's Aid Society and the Society for the Prevention of Cruelty to Children of Erie County, New York, and the Social Service Committee of the Buffalo Council of Clinics as a result of a thoughtful and comprehensive joint survey sponsored by those organizations of the movies of Buffalo.[1] The recommendations are as follows:

1. There should be legislation permitting a community to adopt a local ordinance authorizing the clerk of a city, town or village to license a motion picture theater for the showing of pictures for children between ten and sixteen years of age at special matinees.

2. Only those pictures shall be shown which have been licensed and especially designated by the state department of education, motion picture division, as suitable for children under sixteen years of age.

3. Such films shall bear and display on the screen the words—"For Family Use."

4. The hours of admission shall be limited to 10 A. M. and 6 P. M., Saturday afternoons and legal holidays. This would permit the newspapers and other organizations, as well as the theater, to give special matinees without interfering with the regular adult performance.

5. Children admitted to these shows shall be segregated in a special section not occupied by adult spectators. This will overcome the mingling of children with adults and their annoyance by degenerates.

6. The segregated space shall be on the ground floor, near fire exits and adequately lighted.

7. No child shall be admitted unless a seat is provided for him. Thus no child would be compelled to stand in the aisle.

8. No theater shall be granted a license unless in addition to its front and stage exits there be additional exits in its side-walls. This would prevent children from attending matinees in the so-called "hole in the wall" type of theater.

9. There shall be a fireman on duty at each matinee to see that all fire exits are unlocked and in good working order before any children are admitted. The need for this is shown by the conditions found in some of the theaters.

10. There shall be a matron or matrons in attendance for each two hundred children admitted, the matron to be approved by the local licensing authority.

11. The matron's and the license of the theater may be revoked for cause after a hearing.

12. The duty of the matron shall be to supervise and be responsible for the physical and moral well-being of the children, with power to eject from any theater any child or adult interfering therewith.

These suggested minimum standards can be adapted to meet the individual requirements of any community.

The ideal place for children's matinees is in the public school. However, since few schools are properly constructed or equipped for motion pictures, it seems advisable at present to provide that children witness specially selected motion pictures in suitable theaters. From all accounts it appears that the time has come for concerted effort on the part of all social agencies and others who are interested in the youth of the nation to see to it that "going to the movies" is made safe for children.

[1] Buffalo Looks at Its Movies. The Juvenile Protective Department—Children's Aid and the Society for the Prevention of Cruelty to Children of Erie County, New York, and Social Service Committee of The Buffalo Council of Clinics. Price ten cents of the Children's Aid Society for the Prevention of Cruelty to Children of Erie County, Buffalo, New York.

The American Legion as City Planner

By RICHMOND D. MOOT

THE early settlers in some cities had vision and courage to plan large areas for future development. Examples are to be found in Washington, Buffalo, Erie, and a number of other cities. For over a century these plans have been followed without planning commissions, without the exercise of police power, statutes, or court decisions, and in most cases the area planned has been far exceeded. Such a method sufficed in generations past. If we had the vision of our ancestors we would today extend such plans according to a carefully prepared scheme, another century into the future. But lacking vision, with but few exceptions communities are content with piece-meal planning or with haphazard, completely unregulated growth. Hence the acute planning problem which exists throughout the country.

The city of Schenectady had no plan. Its excellent location for manufacturing resulted in the Edison Electrical Companies moving to it from New York in 1887. The patent monopolies which those companies enjoyed produced a rapid increase in their growth. The city's haphazard, unregulated growth and development continued at an increased pace and with inevitable results. Schenectady took no thought of the future, made no effort to improve its advantages of location, or to become a first class city. Content simply to ride on whatever prosperity it might derive from the patent protection enjoyed by its largest industry, the collapse

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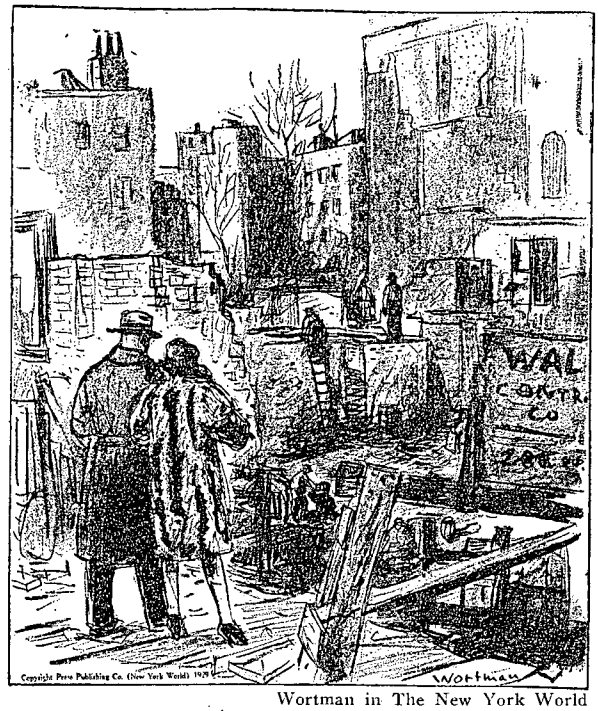
of the boom was inevitable. And with it came despondency over the possibility of any future for the city. It was at this point that the American Legion and scientific city planning came to the rescue.

In 1923 the American Legion decided that it had an obligation of service to the community in time of peace quite as great as the obligation of service to the country in time of war. There was talk of erecting a memorial. But the legion concluded that the most fitting memorial was not necessarily made of bricks and mortar. Accordingly through its efforts, the legion brought about the creation of the Schenectady Planning Commission to prepare comprehensive plans for the future development, prosperity, health and happiness of the city. The city plan and the zoning ordinance which have resulted are a monument of which the legion can well be proud.



Wortman in The New York World

"And in that corner we can put a little table with a lamp on it. Isn't it too darling?"

The planning commission thus created in 1923 took stock of assets and liabilities. It found in the metropolitan area new industrial sites, to which are available three railroads and the Barge Canal, sites equal to the best that can be found anywhere in the eastern part of the United States. Here was reason enough for confidence in the future. The commission employed the best planning experts it could obtain and the finest topographic engineering company in the United States to assist in preparing a master plan and topography covering the entire metropolitan area with a zoning map and zoning ordinance to properly regulate all future development, as well as the rebuilding of the older portion of the city.

Planning commissions are not a panacea, yet they are being created in many cities on the assumption that there is some magic in them, and that citizens knowing little or nothing about the fundamentals of city planning, zoning and traffic control become experts the instant they are appointed to such a commission. Too often the members of these commissions, without any previous planning experience and ignorant of their ignorance, assume that their function is to pass upon or obtain some particular street widening or extension without reference to a comprehensive plan, or to any of the basic factors. Too often these street widenings or extensions result merely in moving traffic congestion from one point to another. They do not remove the cause and solve no problem. They are not merely a waste of time and money, but actually divert public attention from the fundamental problem of making a comprehensive plan for the future.

Schenectady has tried to learn from the mistakes of New York, Chicago, Buffalo, and other cities. The commission has refused to indulge in piece-meal planning. It refused for two years to start work on a zoning ordinance until such an ordinance could be based on a comprehensive master plan. It realized that a zoning ordinance based merely on present conditions begins to be obsolete the day after it is enacted; that such an ordinance can have no permanent value and that it merely misleads the public. It has tried to keep to fundamental problems, studying the causes of undesirable conditions, and how to eliminate them.

Believing that publicity is the greatest asset a planning commission can have, it has kept the public informed of the progress of its work. The new official map showing accurately to scale all topography and all new street and park lines is printed for free public distribution so that every citizen may have the most accurate information concerning all proposed future developments.

People who come to Schenectady hoping to see spectacular street widenings involving millions in expense will be disappointed. Under the official map statute such wasteful methods are both unnecessary and undesirable. If the plan adopted by ordinance under the official map is followed, Schenectady may become an ideal manufacturing city by a process of evolution and without increased taxes or increased bonded debt. If everything which is done from now on is done right as required by law and all new buildings are constructed according to the new street lines and the zoning ordinance, it should not take long to effect a complete change in the character of Schenectady. Already changes are beginning to take place in accordance with the official map and zoning ordinance in different parts of the city and with it there is developing a public confidence in the future of the city based upon a complete comprehensive plan.

North Carolina Reports Progress

By LAWRENCE A. OXLEY

THE State Board of Charities and Public Welfare, through its Division of Negro Work, after studying the problem for almost four years, believes that enough time has elapsed and experience been gained to justify the statement that community organization, or the organization of social forces in Negro communities in North Carolina under its guidance, is no longer an experiment, but has stood the test in a number of counties, cities, and smaller rural communities, under varying conditions, and is now a thing of positive value (see The Survey,

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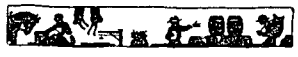
January 15, 1927). Wherever the suggested plan of procedure for organizing the Negro community has been thoroughly acquired, the community has been drawn together and a practical, comprehensive program worked out.

Since it is the desire of the State Board that the plan of community organization for Negroes be of value to the entire state, each step has been studied with great care in conference with a large number of people in cities and counties which have had from two to three years' experience pioneering in this virgin field. The plan has been gone over carefully in individual and group conferences, with members of the staff of the State Board of Charities, with faculty members of the Graduate School of Public Welfare, University of North Carolina, and a large number of representative Negro men and women throughout the country. Therefore, the North Carolina plan for organizing the social forces in Negro communities represents a composite of the best thought of a large number of people who are engaged in various phases of community organization activities. Starting with the survey of Negro life begun in Wake County in 1925 by the State Board of Charities in cooperation with the county officials, a county-wide social program for Negroes soon followed. Since this modest beginning in the pioneer field of welfare work among the Negroes in the South, the following concrete accomplishments have rewarded the efforts of those whose faith and vision made the first work possible.

There are now twenty-six counties in North Carolina in which welfare work for Negroes is well organized. Twenty Negro trained social workers have been placed on the staffs of city and county departments of public welfare, the average monthly beginning salary for each worker being $100. Four annual public welfare institutes have been held to provide supplementary training. A study of capital punishment and crime among Negroes in North Carolina has been completed (Special Bulletin No. 10, North Carolina State Board of Charities and Public Welfare). A state-wide study of Negro child life has been begun. A total of $136,570 has been raised and disbursed for Negro welfare projects, of which $49,970 has been appropriated from public funds, $32,600 raised from private sources, and $54,000 contributed by Negroes. These figures do not include salaries of Negro workers in state and county institutions. Prior to 1925, there were no approved Negro agencies or institutions doing social work that were included in community chest campaigns in North Carolina. During the past three years in six of the counties in which work among Negroes has been organized, Negroes have been permitted to participate as contributors and to receive a budget allowence as approved agencies or institutions from community chest organizations.

Trained Negro leadership and intelligent organization methods have done much to create a favorable public opinion in Negro communities. As the masses of Negroes realize the great need for raising living standards and become alive to the sacredness of family life, with its related responsibilities, there results on the part of the white people a more intelligent understanding of the Negro's traditional racial handicaps, and an appreciation of the aspirations of the Negro to better his condition and achieve a healthier social order. The benefits to the community at large of this increased mutual understanding can hardly be over-estimated —benefits which it is hoped will continue to multiply as more and more communities are organized according to the North Carolina plan.



SOME ONE has made the suggestion that the traffic problem might be solved by banishing from the thoroughfares all automobiles that were being bought on the time-payment plan. Now comes the news that a corporation has been formed for financing airplane sales in a similar manner. However, since the Department of Commerce provides in its new plane-licensing system for the certification of planes purchased on a partial-payment plan, it is fair to conclude that such a method is desirable, and will provide a healthy and desirable stimulus to flying. The Aeronautical Chamber of Commerce estimates as result of a recent survey that there will be 10,000 planes built in the United States in 1929, compared to a little more than 4,000 in 1928—the financial turnover in 1929 probably being $100,000,000. Airplanes are expensive. There are many fliers capable of operating a mail service had they but the capital necessary; many such actually enter the business with inadequate equipment; others more mindful of the public welfare—to say nothing of their own—are prevented from doing so. In the opinion of those qualified to judge, this plan will assist such well-qualified men to obtain good places, and will promote safety of aviation.

UNTIL FAIRLY RECENTLY, outside of the limits of Manhattan, the multi-family house was practically unknown. Every child had his own back yard in which to play, and his neighbors to visit to vary the monotony. But this table compiled by the United States Bureau of Labor Statistics is, sadly enough, convincing evidence that today this is not the case. In 1921, over half of the new provision for family residences was in one family houses, while in 1927 scarcely more than a third of the new residential construction were one family dwellings; in 1921 less than one quarter of such building was multi-family dwellings compared to almost one half in 1927, a striking increase. Whatever may or may not be the deleterious effects on the general health of the population of the greater congestion in space due to apartment and tenement dwelling, it is obvious that as a result increased provision must be made for play spaces for children. Perhaps in passing it may be of interest to note that even in New York City the first apartment house was built only 59 years ago, while on December 1, 1928, the Tenement House Department reported that the city had 1,316,257 apartments. And play spaces have not increased proportionately.

1921-1927

FAMILIES PROVIDED FOR IN BUILDING OPERATIONS IN 257 AMERICAN CITIES WITH A POPULATION OF 25,000 OR OVER

Year	Total	Per Cent Provided For in		
		One-family Dwellings	Two-family Dwellings	Multi-family Dwellings
1921	224,545	58.3	17.3	24.4
1922	377,305	47.5	21.3	31.2
1923	453,673	45.8	21.2	33.0
1924	442,919	47.6	21.5	30.9
1925	491,222	46.0	17.5	36.4
1926	462,214	40.7	13.9	45.4
1927	406,095	38.3	13.4	48.3
1921-1927	2,857,073	45.5(1)	18.0(1)	36.5(1)

(1) Weighted average.

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Books in Our Alcove

Crossroads of Worlds

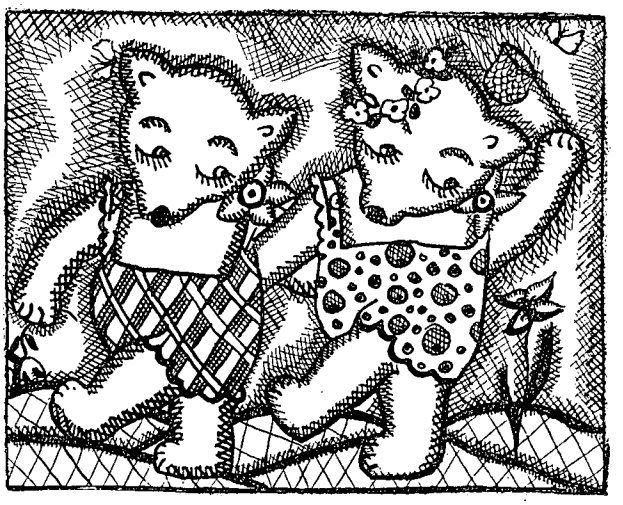
ESSENTIALS OF CIVILIZATION, *by Thomas Jesse Jones. Holt. 267 pp. Price $2.50 postpaid of The Survey.*

DR. THOMAS JESSE JONES has lived (or rather, the whole of him now lives) on the crossroads of worlds; a life almost uniquely rich in social experience—seeking, responsible, productive experience—and lived in perfect humility. The introduction of his book suggests the experiences and, more faintly, the personality.

Choice, helped by circumstances, has cast his work (and that is an overflowing life) among the under-privileged or backward peoples. Its reach has gradually extended beyond the black races to a majority of the races of skin-color not white. And he has come to know that the white race is under-privileged; and to see all other races—mankind on this earth—as jeopardized by this fact. And the whites offer their spiritual poverty to the others as privilege; and they in turn seek it as privilege.

"The educational statesmen of the Occidental group are beginning to question the effectiveness of their methods as well as their objectives. With a few notable exceptions the leaders of the huge majorities outside this group are, however, blindly devoted to existing methods and objectives of Occidental education, determined to have that education at whatever cost, and suspicious of any departure from the conventional forms of education in the Western countries."

The education which Dr. Jones treats of is really the whole institutional trend, "social control", and the purposeful effort to shape one's own and other men's values. There is no pretended originality of fact or prophecy in his book, though there is much of fact, criticism and prophesy representing the best-disciplined thought of our day. Life in representative primitive communities (Dr. Jones speaks with highest authority on these) is centered, poised, nourished and whole—a whole life in an environment psychically assimilated and humanized. The primitive community is going—is gone. That must be. Are its values gone, and irrecoverable? Then life is diminished forever. Then a critical movement into disaster has occured. The answer, if answer there be, must be given in the technological, the specialized, the economic storm-blown world of the present which is swiftly becoming the whole planet.



Decorations on this page by Halle Schlesinger

Dr. Jones's book is no final treatise. It is less than even a skeleton of solutions. For this reason it is a better book. We are far from the day of achieved synthesis. Events as yet inscrutible, a million inventive adjustments, the achievement of a science of sociology, must precede the synthesis. And then the need for synthesis may have passed by. Do not go to Dr. Jones's book as to a text in economics and race-relations. But go to it as a challenge, the more persuasive because humbly voiced. As a brooding on the central problem of civilization, and a discipline in orientation up that line of greatest resistance which may seem to be lost or blocked but which is the only road which the heart, body and spirit can travel while remaining true to the ancient—the essential—genius of human life. Facts and suggestions there are, a-plenty, but here they provide only the matrix of a thought and a summons not less tremendous because necessarily unoriginal.

The book speaks equally to human workers everywhere—not less to us here in the United States than to those in Africa or Islam.

JOHN COLLIER
American Indian Defense Association, Inc.

A Layman's Eyes

YOUR EYES AND THEIR CARE, *by Edgar S. Thomson, M. D. Appleton. 175 pp. Price $1.50 postpaid of The Survey.*

THE tendency in recent years for highly trained medical specialists occasionally to write down to the lay level informative knowledge that should be common to all is encouraging to workers in the social field. Dr. Thomson has admirably succeeded in his little volume, Your Eyes and Their Care, in presenting much valuable information in an entertaining way.

The author begins with the anatomy and physiology of the organ of vision and for the most part refrains from using technical descriptive terms, but where a technical term must be used he has carefully given the derivation of the word or the common synonym. One cannot read the chapters on the anatomy and the physiology and that on the developmental period of the eye without acquiring much useful information regarding the structure of the eye and its functions, both of which are basic if the reader is to supplement medical eye care with rational hygiene.

The faults and weaknesses of the eye which are responsible for farsightedness, nearsightedness and astigmatism are clearly explained. The author is perhaps at his best in discussing myopia, particularly in describing what happens when the coats of the eyeball weaken and the eyeball elongates, and in his positive statement regarding the impossibility of cure. His statement, "We know of no form of treatment that can cure myopia, or shrink the stretched eye back to its normal length," if appreciated by all nearsighted people would offset the quack advertising of the misinformed who would add injudicious eye exercise to the dangerous load already carried by a weak

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eye. "In order to stop the increase of the myopia it is necessary to keep up the general health by correct diet and outdoor exercise," and particular attention is also urged for the rules on use of the eye set forth in considerable detail.

The discussion of squint should be read by all non-medical persons and especially by all mothers. Few authors have featured so well the need of early training in the preschool developmental period when the fleeting squint indicates to the doctor a need of training and subtle education of the retinal cells. The text brings out clearly that in the early age periods competent medical guidance may prevent vision loss in the eye pulled out of line. The fact is also commendably featured that the earlier treatment is begun the better the opportunity for saving vision in the eye at fault and the greater the likelihood of avoiding an operation to straighten crossed eyes. "Squint is not an incidental attack but a derangement of development, and cases should be watched and treated all through the developmental period in order to secure the best results."

The discussion of the eyes in adult life clarifies for the afflicted the meaning of the commoner diseases, indicates the particular area attacked by each, and gives a good comprehension of what needs to be done in a remedial way.

The relationship between faulty nutrition and diseased conditions of the eye has rarely been shown as clearly as in this volume. The diseases affecting the eye in later life are treated in a way that will be of comfort to the reader of advanced age, and the advice is sound.

In one particular it is hoped future editions of this valuable publication may be amended: Not as much emphasis is placed upon the hygiene of vision as might be expected for lay readers, and in the discussion of myopia the hygienic advantages of the well organized sight-saving class have apparently been overlooked.

B. FRANKLIN ROYER, M.D.

National Society for the Prevention of Blindness

Sound Medical Advice

YOU AND THE DOCTOR, *by John B. Hawes, 2nd. Houghton Mifflin. 181 pp. Price $2.00 postpaid of The Survey.*

TO a generation accustomed to subway suggestions and magazine medicine of every description, the exhortation to "ask your doctor" as an alternative to home talent is nevertheless fairly familiar; and the positive value of Doctor Hawes' book to many will lie in his chapter on how to choose, and reject, a medical attendant.

Few will agree with his assertion that failing the American hospital the best way to secure adequate treatment abroad is to refrain from being sick. Would Dr. Hawes consider the Italian and Swedish clinics in his own home town the highest type of medicine available to a visiting foreigner? But his advice to change your doctor when your present Aesculapius listens to your heart through your waistcoat, fails to insist on an x-ray examination in various conditions, and offers a routine sedative without further investigation of all nervous ailments, is certainly sound; and gives the patient some idea of what he has a right to expect for his money.

Dr. Hawes' views on the domestic medicine catch-all, injudicious exercise and over-rated cathartics can all be enthusiastically endorsed by his confrères, though there will not be universal accord on some of his technical pronouncements.

LAWRENCE H. COTTER

New York City

Industrial History

THE LABOR MOVEMENT IN THE UNITED STATES 1860-1895, *by Norman J. Ware. Appleton. 409 pp. Price $3.00 postpaid of The Survey.*

THE exciting story of the American Labor Movement during the three stormy decades following the Civil War is told by Dr. Ware in this book with the same skill as that used in his earlier work. The Industrial Worker, 1840 to 1860. The period is practically the same as that covered by Dr. Andrews and Dr. Perlman in the second volume of History of Labor in the United States by Commons and Associates, and Dr. Ware heightens the reader's interest by occasional expressions of dissent from the interpretation of events as given in the Perlman section of the Commons History. The sources used by each writer were, of course, substantially the same, the chief exception being a collection of Powderly's letters to which Dr. Ware had access, and upon which he draws frequently, with good effect. From his pages a full-length portrait of that strange, pathetic figure arises; and we can understand why Powderly had only Thirty Years of Labor to write about, dying in obscurity within a short while of the publication of Gompers' triumphant Seventy Years of Life and Labor.

More than Perlman, Ware is given to interpreting the victory of Federation over Knights in terms of the personality of their leaders. "In a sense", he says, "the American Federation of Labor was not an advance of the American Labor movement, but a strategic retreat of a few craft unions disturbed for their own safety by the remarkable but "unhealthy" growth of the One Big Union. That this withdrawal meant immediate security for some is not questioned, but later developments have not proved that this security was well founded." In view of the present stagnation of the movement, this observation seems to be well taken.

JOHN TROXELL

University of Kentucky

Popular Education

URBAN INFLUENCES ON HIGHER EDUCATION IN ENGLAND AND THE UNITED STATES, *Parke R. Kolbe, Macmillan, pp. 254. Price $2.00 postpaid of The Survey.*

BEFORE the rise of the industrial city higher learning was a sport for gentlemen and kings. Then came the great metropolitan centers, high specialization of labor, a new economy of production and demands for training in the utilitarian sense. The university was hauled down from its pedestal. Its subsequent evolution is the subject of Dr. Kolbe's book which finds its greatest value as a history of the development of popular education. He has given more attention to the changing university than to the social and economic forces that brought about the changes. Yet the book is a useful supplement to so many other volumes that have been appearing on the factors that have been impelling change as well as the changing philosophy of adult education.

In England it was the demand of workers for education that forced the university into vocational lines. In the United States workers education has been a thing apart and outside the pale of collegiate recognition. American cities have 34 urban universities, 9 of which are municipally operated. All of these are attempting to hold to tradition as far as possible, yet to get the crowds they cater to the vocational interests giving night courses, adult education and strive to put the curriculum into the working lives of the students. One significant observation made by Dr. Kolbe is that the influence of the city tends to reduce college life to a matter of fact basis, destroys college spirit, handicaps fraternity activities and cramps the old time social life. The street becomes the campus and the "hall" turns into a skyscraper dignified "cathedral of learning."

NELS ANDERSON

Seth Low Junior College

Charting Mental Growth

INFANCY AND HUMAN GROWTH, *by Arnold Gessell. Macmillan. 418 pp. Price $3.50 postpaid of The Survey.*

DR. GESELL'S book is a notable contribution to the scientific knowledge of mental growth in the first two knowledge that he has tabulated from a very extensive series years of human infancy. The practical value of this new of observations is of far-reaching importance. "As this knowledge grows our methods of treating infants will become more individualized, which is precisely what should happen,

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because the present tendency is to regard infants as a highly homogeneous group, readily characterized and managed by single formulae."

To the physician, the teacher, the parent, and especially the prospective foster parent, the question of responsible prediction of mental growth is not only of great interest, but of paramount importance in many cases. Retardation, precocity, or growth defect all call for predictive diagnosis and prognosis. "Predictive knowledge of developmental conditions must be used with great professional discretion, but it is as essential to the applications of medicine as is the prognosis of a disease." "The fact of growth even more fully than that of health is in the consciousness of the parent, and this instinctive interest in growth places a premium upon developmental prediction."

The readers of this volume will find every chapter of absorbing interest and the data and graphs of the mental growth of both normal and abnormal infants of great practical value.

H. LAURENCE DOWD, M.D.

New York City

The Enemy—Tuberculosis

TUBERCULOSIS AND HOW TO COMBAT IT, *by Frank M. Pottenger. C. V. Mosby. 275 pp. Price $2.00 postpaid of The Survey.*

WHEN we are acutely ill we gladly obey the autocratic orders of the doctor—and ask no fool questions. But the tuberculosis patient is not clay in the potter's hand. However submissive, he cannot be *made* well single handed by the physician, but he can *get* well by entering into a partnership with him. When the first shock is weathered, the patient settles down to plan his campaign. The invader, he learns, can probably never be completely expelled, so an armistice must be contrived under the terms of which the patient will secure and maintain the upper hand over the tubercle bacillus. That means getting acquainted with the enemy and his tricks.

Dr. Pottenger's book is an outgrowth of the series of talks he has been in the habit of giving his patients for many years. The cheerful, human tone of the book is an achievement. Nothing is withheld from the reader, but optimism dominates every page and since it is of the common sense variety, we can forgive occasional appearances of Pollyanna between the lines. The danger of a reader dying from a misprint or false emphasis is nil, but some of the chapters are not as simply written as might be. Its use, therefore, is limited to the intelligent reader.

Few clinicians have been more successful than Dr. Pottenger in helping patients to win back health and the joy of it. Scientific men have worn a path to Monrovia, his beautiful sanatorium in Southern California. But Dr. Pottenger is preeminently the friend and partner of his patient; and this spirit he has carried over onto the printed page.

H. E. KLEINSCHMIDT, M.D.

National Tuberculosis Association

Pre-natal Care

A DOCTOR'S LETTERS TO EXPECTANT PARENTS, *by Frank Howard Richardson, M. D. W. W. Norton. 118 pp. Price $1.75 postpaid of The Survey.*

GETTING READY TO BE A MOTHER, *by Carolyn Conant Van Blarcom, R. N. Macmillan Co. 286 pp. Price $1.75 postpaid of The Survey.*

TWO excellent books on pre-natal care have recently appeared. One new, A Doctor's Letters to Expectant Parents, by Dr. Frank Howard Richardson; the other a new edition of Caroline Conant Van Blarcom's Getting Ready to Be a Mother. Both make refreshing reading to one accustomed to the hackneyed phrasing of so many pre-natal treatises of the Pollyanna type. A Doctor's Letters to Expectant Parents is especially valuable in discussing the psychological aspects of the individual looking forward to motherhood, frankly stating her difficulties and explaining rather than pooh-hooing her perplexities. The physical side is well presented along conventional lines. Some criticism may be made of the introductory statement that "the whole question of pre-natal care should be looked upon as being essentially the care of the baby." Most students of the subject are equally concerned with the welfare of the mother. The physiology of the placental circulation is also somewhat distorted in stating that the mother's blood stream flows through the umbilical artery of the baby. On the whole it should be an extremely interesting and helpful book to be put in the hands of parents.

A more detailed presentation of the whole subject is offered in the second edition of the well-known Getting Ready to Be a Mother. Certain young mothers may be a bit upset by some of the illustrations which seem to be of more value to the student than to the patient. The book is excellent reading, however, and covers in a thorough and up-to-date manner not only the pre-natal but the post-natal period. It is written from definite personal experience and observation and is convincing to the practitioner as well as to the young mother. The early care of the baby, so bewildering to the young mother in her first experience, is simply and practically described. Both books are a welcome addition to the doctor's equipment in his pre-natal contact with his patients.

JAMES A. HARRAR, M.D.

New York City

Activity Analysis

THE COMMONWEALTH TEACHER-TRAINING STUDY, *by W. W. Charters and Doublas Waples. University of Chicago Press. 666 pp. Price $4.00 postpaid of The Survey.*

IN 1920 the Carnegie Foundation for the Advancement of Teaching published the first comprehensive study of the professional preparation of teachers. This study revolutionized the organization, the curricula and the general administration of normal schools and teachers' colleges in the United States. The volume under review will undoubtedly have as important an influence upon teacher-training institutions as the original study. The book deals with a number of vital problems, namely, the traits of teachers, the activities of teachers, the revision of existing courses, the construction of new courses and problems for investigation.

The essential method of this study is activity analysis, a method developed by Professor Charters begun in his unique investigations by "job analysis" in Pittsburgh. The value of this method in the study of any problem of education lies primarily in its worth in indicating present practices and in emphasizing the best of present practices. Its weakness on the other hand lies in its failure to take due account of cultural and social change. The greatest need, moreover, in educational reconstruction of the present is the critical examination of educational practice in terms of what ought to be and not in terms of what is the best practice at the present time. An illustration of the weakness of activity analysis might be cited in the study of health education at the present time.

The development of new knowledge of healthful living and methods of health instruction has been so received that analysis of what is taught and of the methods would hardly guide one in setting up an adequate program. Therefore, the strength of this remarkable study may become its greatest weakness in that it may tend to emphasize and revise present activities rather than set up a program for social and educational advance.

E. GEORGE PAYNE

New York University

From Population To Crime

RECENT SOCIAL CHANGES, *edited by William F. Ogburn. University of Chicago Press. 230 pp. Price $3.00 postpaid of The Survey.*

THIS book of nineteen chapters is mostly reprinted from The American Journal of Sociology for July, 1928, The studies cover Population, Natural Resources, Inventions and Discoveries, Production, Foreign Trade and Investment, Foreign Policy, Labor, Wages, Employment, Social and Labor Legislation, Public Health and (*Continued on page* 269)

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Leadership First

By ORVILLE ROBERTSON

THERE is much to be said on both sides of this matter of beginners' salaries but it cannot be done successfully by attempting to evade, ignore or ridicule questions which are being more and more thought about and discussed by those who are called upon to support social work in constantly increasing amounts. If we social workers do not furnish more satisfactory answers, the public will answer effectively for us. It is as difficult for social workers as for "hard-headed business men" to think straight when the pocket-book is involved. But if we are to justify our claim to a professional attitude and scientific spirit, and incidentally strengthen our argument for better salaries, we must learn to do it. Giving salaries a place of first importance in our thinking is not in keeping with a genuinely professional spirit.

The suggestions of Mrs. Burnett [December 15, 1928] and Mr. Lurie [January 15, 1929] that anyone advocates reducing the social worker to the straits of the client, or considers poverty a desirable goal, or encourages people to think of social work as "undiluted alms" are examples of the great American sense of humor. These two critics seem dubious about the accuracy of my statement that a large proportion of those who contribute to social work have incomes of less than $1,800. The study of readily available data would dispel their doubts.

Using Omaha, an agricultural rather than industrial city, as an example, we find that in the last Community Chest campaign there were approximately 32,000 subscribers in the industrial division. These constituted two-thirds of the total number of subscribers. They contributed $89,400, or 20 per cent of the total amount subscribed. This figure includes only the employes' subscriptions. Since industrial subscribers are mainly unskilled employes of the larger business concerns—factories, department stores, packing houses, railroads, and the like, it is self-evident that most of them have incomes of less than $1,800.

Mrs. Burnett and Mr. Dressler [April 15, 1929] seem very sure that good material cannot be induced to enter social work, or to make suitable preparation for it, unless guaranteed the $1,800 minimum salary proposed by the Baltimore committee [August 15, 1928]. Mr. Bruno [January 15, 1929] has effectively answered this contention. The fact that we are constantly drawing excellent material into the field without paying this amount in the beginning would seem rather good evidence that it can be done. Perhaps Mrs. Burnett and Mr. Dressler will not agree that any well prepared and qualified persons *are* entering this field since very few, if any, social agencies now pay an initial salary of $1,800 to inexperienced workers. The best leadership in social work, as in other professions, has been furnished in the past and is being furnished now by people who entered it without great concern about their beginning salaries. Has there suddenly been a fundamental change in all humanity in this regard, or will our best contributions continue to come from the same sort of folk?

I am much more interested in seeing higher *maximum* salaries made possible for social workers who have proved their qualifications than in a higher minimum for those who have not. This seems to me an important step in order that really capable and valuable people, such as some highly skillful visitors, who do not aspire to or cannot get an executive position, can afford to remain permanently in the work. The presentation of demands which are entirely out of line with the thinking of those who support social work, with regard to beginners' minimum salaries, will tend to delay rather than advance the time when this can be brought about.

Quoting again from Mrs. Burnett's discussion: ". . . even the teaching profession offers more in the way of security and regular advancement to those who invest less time in preparation than the standard we are attempting to set for social work." It would be interesting to study the evidence upon which this assertion is based. Again using Omaha for purposes of illustration, because it happens to furnish the example most conveniently at hand, one-third of the people on the Associated Charities staff are former teachers. During the past year a considerable number of teachers have come to see us about the possibility of getting into social work. If teaching offers more than social work, why does this situation exist?

There is at least one point on which Mr. Lurie, Mrs. Burnett and I apparently agree—that there is little relation between the value of one's service and the income received. Those individuals whose primary interest is in income would do well frankly to recognize this and become captains of industry, movie stars, football coaches or prize fighters—but never social workers. Both they and social work would benefit thereby.

Mr. Borst [January 15, 1929] stated that "The relief budget grows. We permit our salaries to stand still." I do not know how generally this is the case. Nor do I believe that anyone else knows. An exhaustive study of the relative increases in ex-

(*Continued on page 262*)

THE discussion of salaries for social workers, which opened in The Survey for December 15, 1928, is brought to a close with these recapitulations. The Budget for Beginners, which inspired the discussion, was published in the issue of August 15 and subsequent discussion has appeared in the issue of December 15, and each succeeding Midmonthly.

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GOSSIP: of People and Things

ANNE ROLLER, field representative of The Survey, has been revisiting Louisville, where she was formerly a resident of Neighborhood House, and has enlisted the Woman's City Club in a drive for subscriptions on a 50-50 basis. . . . The editor of The Survey had a fine chance to sample Kentucky hospitality also when he was in Louisville speaking before the city conference of social work and the open forum. . . . Frances Ingram, head resident of Neighborhood House, gave a dinner party where the good coffee set many stories going, the best of which is credited to Dr. A. T. McCormick, chief of the Kentucky State Board of Health. . . . When the genial doctor went to Washington a few weeks ago in the interest of the Newton Bill, his young daughter was excused from school to attend the committee hearing on the proviso that she write a theme about it. After recording the fact that her father made the best speech for the affirmative, the young lady added, "Those opposed to mothers and babies gave very poor arguments." . . . My Old Kentucky Home turned out to be a real house full of antique furniture that would turn your envy as green as the moss on the old well. Mr. and Mrs. E. S. Tachau, members of several local boards, were hosts to a small party at luncheon in their country home. Afterward they took their guests to Bardstown, so named for Stephen Foster, the bard who lived in this house while writing his famous song. . . . Mrs. R. P. Halleck, Survey Associate of long standing, invited P.U.K. and other friends for an evening before the fire in her pleasant living-room while partaking of grape juice, chicken sandwiches and conversation. . . . Paul L. Benjamin, chief of the Family Service Organization, introduced his old boss at the conference dinner with the following dubious verse which Ye Ed hopes none will recall while reading the other pages of this journal:

"Last night I slept in an editor's bed,
When no editor man was nigh;
And I thought, as I lay in that downy bed,
How easily editors lie."

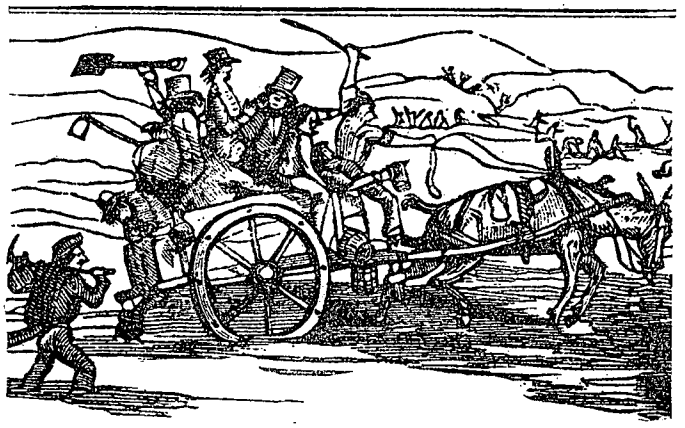
A.R., on a field trip in the Middle West, confides that she has lost all illusions regarding the sense of humor of social workers. . . . "There are two books that I always place side by side on my Survey table, as Volume 1 and 2, question and answer," she writes. "The first is Why Men Fail, the second, Other People's Daughters. . . . And not one of the dozens who solemnly browse over my books ever notices the logic of this juxtaposition."

HUMAN nature pops up at The Survey's convention book counter in a way to warm the cockles of your heart. . . . At the Parents' Exposition a perfect lady leaned over the counter to whisper in the Surveyette's ear, "Where are the *Wells* of Loneliness?" . . . And there was the foreign lady who said to her little boy, "Look, Abie, here's that book you like." Whereupon Abie, seizing Karl de Schweinitz's Growing Up, which is all about babies and such, spoke up: "Gee Lady, dat's 'de cat's', dat book!" . . . Out of the mouths of babes and de Schweinitzes. . . . .

A SHARP-EYED editor of The Journal of Social Hygiene has been reading Robert L. Ripley's Believe It or Not and found this juicy bit from Lady Gough, writing in 1863 on Etiquette: "The perfect hostess will see to it that the works of male and female authors be properly separated on her book-shelves. Their proximity, unless they happen to be married,. should not be tolerated" . . . . Now what would Lady Gough have done if she had found her name alongside that of a male, like Ray H. Everett, on the contents page of a magazine called Social Hygiene? . . .

SKEPTICS of the California '29 Club who stay behind at Grand Canyon to count discarded razor blades, will find that this hilarious means of transportation gets them to San Francisco and the National Conference of Social Work in good time to miss all the speeches. . . . The picture above, entitled A New Arrival at the Gold Diggins, formed part of the cover of a pamphlet published by J. B. Hall of Boston in 1849. Two copies are known to be in existence today. . . . One of these, from the American library of George W. Paullin of Evanston, Illinois, was sold last month at the galleries of the American Art Association in New York, to whose catalog we are indebted for the reproduction.

AN ACCOUNT OF
CALIFORNIA,
AND THE
WONDERFUL GOLD REGIONS.



WHAT is probably the only conference follies still in captivity was perpetrated at the Maryland Conference of Social Work at Hagerstown, April 14-16. Change Everything, or Denaturing the Gypsies, was the title of the all-talking, all-singing, all-dancing, fourteen-episode, three-act extravaganza to which the Maryland social workers gave birth in the lovely valley of the Shenandoah. . . . The conference opened Sunday evening in a local church with a solo, Consider the Lilies, after which came the conference president and the editor of The Survey. Elizabeth Rice, of the Boston Dispensary, and Anna Ward, of the Family Welfare Association of Baltimore, led a two-round bout on how far a hospital social service department should go in doing case work. Dr. A. W. Freeman, of Johns Hopkins, said that the balance of health has passed from the country to the city, and how are we going to get it back, what with hydra-headed couny governments and politics and high rural taxes. . . . Mollie Ray Carroll, of Goucher College, told how in Germany social workers must pass state examinations before they can practice; and the resolutions committee thanked everybody for everyhing. . . . Chuckles left over from the follies were used for the epigrams which Profssor Broadus Mitchell, of Johns Hopkins, sprinkled about at the A.A.S.W. luncheon. "The low-priced automobile," he claimed, "has done more to improve rural life than three generations of Christian prayer," and "Many sins are committed in the name of follow-up." . . . The final chuckle was for Prentice Murphy, when he told a story that somebody had told Porter Lee and Porter told a friend and the friend told J.P.M. . . . Paul Beisser was elected president for next year, succeeding Katharine Kirwan.

EVER notice that health meetings are often held in stuffy hotel rooms, and that rural social workers like to meet in the city? . . . Not so with the recreation directors of Pennsylvania and New Jersey. Their April meeting was held at the Brinton Lake Club, in the rolling farm lands of eastern Pennsylvania. They met and dined in the old mill, built in 1682 and lately converted into a club house, and slept in the summer cottages on the lake front. . . . Each morning a farm boy brought in huge logs for the cottage fires. A cold bath, ham and eggs, friendly chatter around the breakfast table, the business of the day, topping off with a stroll through the fields, a look at the stars after dinner, a dance—and so to bed, fortunate if some wag had not pu a mouse between the sheets or made a pie-bed. (*Continued on p.* 266)

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(*Continued from page* 260) penditures for relief and salaries would be illuminating. Mr. Borst's statement is far from correct as applied to the few agencies with which I am intimately familiar. I believe it is generally true that agency budgets reflect a growing appreciation of the service aspect of our work.

Miss Rubinow's letter [March 15, 1929] was discerning and refreshing. I am grateful to her for describing much more satisfactorily the thing that, for the sake of brevity, I termed self-sacrifice. What Miss Rubinow says in another paragraph is, in effect, that social workers should be well rounded, cultured persons. With this I heartily agree. But she and Mr. Dressler seem to forget that the things for which she pleads do not depend primarily upon the size of one's income. We have all known people with much money who were far from cultured, and others of small means who enjoyed and radiated the essence of things cultural.

Those who have taken part in this discussion seem largely to have overlooked the fact that training alone will never make a successful social worker. Temperament, personality, native equipment, breadth and depth of life experience all are equally essential factors. Measured by the acid test of constructive results with families, some of the best case workers I know, or know about, are not "trained" workers, and some of the worst bunglers are graduates of schools of social work. This is not an argument against training. It is an argument in favor of facing the facts more honestly than we are in the habit of doing.

Probably no one will deny that Mary E. Richmond made a contribution to social work which has never been surpassed and seldom equalled. Yet Miss Richmond did not have the "four years of college supplemented by a full course in a graduate school of social work" which the Baltimore committee's definition of a trained worker calls for. I am confident that she was not much concerned about her beginning salary. Probably the objection will be made that Miss Richmond was an exception. Certainly she was! So are many others. And if social work were to be deprived of the contribution and leadership which these "untrained" exceptions have supplied, and are supplying, a gap would be created which could not be filled.

Livelihood First

By MARY CLARKE BURNETT

THOSE who have contributed to the discussions of salaries in these columns seem to find themselves divided into two camps, neither of which makes much headway in convincing the other as each fails to accept the premises upon which their opponents' arguments are based. The first group is composed of those who, almost fifty years after the death of Karl Marx still seem to be panic-stricken at the notion of the economic interpretation of history. They are apparently convinced that good work can be insured without consideration of financial reward and that there is an actual virtue in ignoring the element of remuneration. It is safe to say that most of the people in this camp are themselves enjoying sufficient security so that they can afford to pay less attention to the economic struggle.

The second group of correspondents may be characterized as those who believe that an individual who can afford to clothe, house, feed him or herself adequately and who

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finds in addition that there is a sufficient margin of income to provide for recreation, advancement and saving is in a position to do better work in his chosen field, whatever that field may be, than the individual who is constantly struggling to make ends meet.

The awareness of one's own precarious financial position does not necessarily make one more competent to assist people who are themselves in difficulties. In fact it may safely be said that as long as a person is absorbed in a struggle with his own problems, he has correspondingly less energy to devote to the work of helping other people to solve theirs. To put it concretely, the young social case worker who must skimp her lunches if she is to have enough money to buy the new hat necessitated by being caught out in the rain on her job, and who struggles with her own laundry and other household tasks when she comes home tired, because she can not afford to pay to have this done for her, does not find that her capacity for service on the job is increased thereby.

It is difficult to see why anyone should "point with pride" to the fact that some social workers have been known to live on five dollars a week. It is obvious, of course, that the same sum of money will purchase a different scale of living at different times and places, but there is no reason to feel that starvation wages are a matter for congratulation in social work any more than they would be in any other line of activity. Nor is it particularly helpful to contrast the attitudes of such persons as Jane Addams and the Curies with that of the young college graduate looking for a profession, and who may possibly be attracted to social work. Jane Addams carved out her career in an entirely new field and was not, as far as one is aware, under the necessity of making her living in the process; and it is a very different thing to make material sacrifices in the furtherance of one's own scientific experiments as the Curies did, than to accept a salary check from an organization which is offering you employment which fails to guarantee you "a minimum standard of decency."

The point might be raised here as to who benefits from the low salaries paid to social workers. Certainly not the clients, as it is not the object of social agencies to spend in relief what they save on salaries, but rather to provide the most adequate type of *service* to meet the needs of the group concerned. Presumably it is the contributors. One correspondent, in fact, who was willing to grant the desirability of higher salaries, contended that at the present time it was impossible to persuade the public to subscribe the money to pay them. If this is true, may not the fault lie with our interpretation of the profession to that same public? If the contributors have so low an opinion of the job which the workers in an agency do that they resent the idea of paying for it on an adequate basis, is it not time that the executives of organizations and of community chests bestirred themselves to change the public's point of view?

In conclusion it may be said that regardless of whether or not their elders approve, the young people considering vocational possibilities today are sufficiently practical in their outlook to weigh the pay envelope both as a means to an adequate scale of living and also as a partial indication of the value set upon their services by the community at large. If social work is to become scientific rather than sentimental, it must attract these realistic individuals rather than those who are seeking some sort of compensation for emotional maladjustment in the idea of "self-sacrifice in a good cause."

IN the efforts of social agencies to maintain constantly higher standards is seen a growing conviction of the indispensability of professional education for social work. The Summer Quarter begins on June seventeenth.

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Harrisburg	Leave 12.10 a. m., June 19
Pittsburgh	Leave 8.05 a. m., June 19
Orrville, O.	Leave 11.45 a. m., June 19
Chicago	Leave 10.30 p. m., June 19
Kansas City	Leave 10.05 a. m., June 20
Emporia, Kan.	Leave 1.15 p. m., June 20
Dodge City	Leave 6.05 p. m., June 20
Santa Fe, N. M.	Leave 2.00 p. m., June 20

Your local ticket agent will gladly arrange connections for you at any of these points. The train leaves New York (Penn. Station) at 6.20 p. m., June 18, and arrives at San Francisco at 8 a. m., June 24. One day stop-over at Grand Canyon and a half day at Santa Fe.

If you are planning a field trip on the way out, arrange to join the special train at any of the points shown above. The California '29 Club is composed of those social workers (their families and board members) who want to travel on a train of their own, in congenial company and with special advantages—at the regular railroad rates.

Write for descriptive folder.

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Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET

Director of the Community Chest of Washington, D. C.

What Your Office Machinery Can Do

ARE you sure that you are making appropriate use of your various kinds of office machinery?

For example are you using your ditto machine for all notices, reports, and copies of drawings and charts where not more than fifty copies are required and where the color of the ink makes no serious difference? Do you know that you can make a carbon copy with special carbon paper and get an additional set of at least fifty copies by putting this one carbon copy in the ditto machine? Do you know that your ditto machine has great capacity for reproducing drawings and ruled forms which can be reproduced in a variety of combinations of colors of inks to bring out almost any effect which is desired?

If you have a printing multigraph do you realize that it may be desirable to do extra printing work which ordinarily would be sent to the printer, if the multigraph department is not working to capacity. This extra work can be absorbed by the multigraph with little or no additional expense.

In connection with the use of the ditto machine one advisor says that gelatine rolls require constant attention to keep them in proper working order because of the effect of atmospheric changes. Good results can be obtained by washing the rolls with luke-warm water several times a week whether they are being used or not.

One-Man Publicity

In securing publicity for a social agency, to avoid jealousy among board members and officers who may think that some one person is getting too much publicity; mix up your publicity credits. Quote a variety of board members and officers as authority for statements and interviews given to the newspapers rather than trading too much upon one personality. Not only will a diversity of personal publicity prevent hard feeling among the persons mentioned but also it will prevent the accusation of a "one man organization;" and will bring prestige through the variety of names which are mentioned. Furthermore, the newspapers are more likely to use interviews with a variety of people than to quote one person continuously.

Visual Publicity

Brief, a Digest of Current Literature on Education, Health and Character, published by the National Child Welfare Association, 70 Fifth Avenue, New York City, has material of value for any social executive interested in publicity in its Visual Education number for October, 1928. Among other interesting items are Requirements for the Perfect Poster, How to Procure Motion Picture Films, and How to Finance Motion Picture Equipment.

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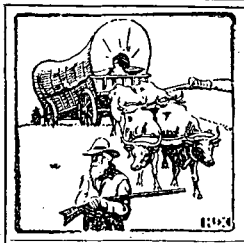

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Notice of meetings will appear in this space in Survey Graphic for June

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HOW ARE you going to the California Conference?

Read about the special train of the *California* '29 *Club* on page 264.

the cover comes a supply of one thousand of these slips which Leslie P. Huey, the inventor, says is enough for a year (I should say this depends upon how many ideas you get in a year). The slips are neatly printed with the purchaser's name on the stub thus:—Thought Recorder of (name of purchaser). This gives an appearance of dignity if you write memoranda to your fellow workers on these slips. In addition Mr. Huey encloses a "sermonette" on Brushing the Cobwebs from the Human Brain entitled Think, and a pamphlet of very ingenious suggestions as to how to get the best results from your thought recorder.

Know What Is Going On

Louise Spence, superintendent of the Visiting Nurse Association, of Bridgeport, believes that her staff of about 30 nurses ought to keep informed not only on the nursing profession and on health, but also on public affairs. At each weekly staff meeting a five to ten minute period is assigned to one of the nurses to review some phase of current events. This means that the nurses taking turns are encouraged to read Survey Graphic and other publications devoted to public interests and it means that the members of the staff are reminded once a week that they are citizens as well as nurses.

A Bonus on Dinner Reservations

At national, state and local conferences it is usually difficult to get people to make advance reservations for luncheons and dinners. Most people wait until the meal is about to be served before deciding whether they want to attend. As a result the late comers are either turned away because no provision has been made for them, or the executive has to make good on a guarantee to the restaurant—a guarantee which could only be a guess on his part.

A plan followed by the American Management Association at its recent annual meeting will help solve this problem. Announcement was made in their program that if reservations were made before the day on which the luncheons were being held, tickets might be had at fifty cents less than the regular price. In other words, if you waited until the last minute, you had to pay a premium of fifty cents for your procrastination.

No Deposit Slip Needed

The Harrisburg Welfare Federation, of which Carter Taylor is director, saves much work by an arrangement with its bank to accept, instead of the regular deposit slip, a carbon copy of the daily typed list of cash receipts which is made up with the name of each person paying and the amount paid, for necessary office record. The Community Chest of Washington, D. C., has persuaded its bank to accept the same plan so that the daily preparation of a typewritten deposit slip is entirely eliminated. We wonder if most social agencies which have extensive lists of payments might not work out the same labor-saving arrangement. If you want to see how the combined deposit slip and cash record looks, write to Carter Taylor, 232 South Street, Harrisburg, Pa.

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(*Continued from page* 261)

Elections and Appointments

DOROTHY ANDERSON, formerly chief of division, Child Hygiene and Public Health Nursing, New Mexico, now supervising nurse, Ministry of Health, Costa Rica.

MARY APPLETON, formerly with Babies Hospital, N. Y., now case worker, Church Mission of Help, New York City.

MRS. MABEL AXLINE, appointed director, Red Cross Service, Veterans Hospital, Walla Walla, Wash., succeeding Doris Howard.

DAVID BABSON, formerly of Cambridge, Mass., now scout executive, Holyoke, Mass.

IONE BATEMAN, now on staff, Michigan Children's Aid Society, Lansing, Mich.

MRS. W. G. BEK, now treasurer, Community Chest, Grand Forks, N. D.

MABEL BERRY, formerly with Cleveland Associated Charities, now educational secretary, Buffalo Charity Organization Society.

W. W. BLAIN, now secretary, Community Chest, Grand Forks, N. D.

HOMER W. BORST, formerly secretary, Indianapolis Community Fund, now on staff, Association of Community Chests and Councils, New York City.

MRS. FLORENCE J. BROWN, formerly with Disaster Preparedness and Relief Staff, national headquarters, American Red Cross, now executive secretary, American Red Cross, New Orleans, La.

MRS. DOROTHY OTTO BUCHANAN, now visitor, Red Hook district, Bureau of Charities, Brooklyn, N. Y.

R. R. CALKINS, now director, Community Chest, St. Joseph, Mo., succeeding E. N. Van Horne.

MARJORIE DENT CANDEE, formerly publicity secretary, Bellevue-Yorkville Health Center, N. Y., now on staff, Seamen's Church Institute, N. Y.

GEORGE B. CASE, now managing director, Industrial Home for the Blind, Brooklyn, N. Y., succeeding E. R. Morford.

HENDON CHUBB, formerly chairman, Council of Social Agencies, Orange, N. J., now president, Welfare Federation, Orange, N. J.

JESSIE CLARK, appointed representative, Disaster and Relief Service, American Red Cross, midwestern branch.

ELOISE A. CLEVELAND, formerly general secretary, Family Society, Petersburg, Va., now case supervisor, Church Mission of Help, N. Y. C.

HERBERT EVERSON, of Seattle, Wash., elected executive secretary, National Conference on State Parks, succeeding Mrs. Beatrice Ward Nelson.

A. LIDIO FITE, formerly with Y. W. C. A., Philadelphia, now executive secretary, Old York Row Public Health Centre, Phila., Pa.

COL. GEO. K. FREEMAN, elected president, Community Chest, Goldsboro, N. C.

MRS. GERTRUDE S. GATES, formerly chief probation officer, Juvenile Court, Milwaukee, Wis., now executive secretary, Red Cross, Oklahoma County, Okla.

EDGAR M. GERLACH, formerly with Henry Watson Children's Aid Society, Baltimore, Md., now supervisor of cottages, custody and discipline, State School for Boys, Jamesburg, N. J.

KATHERINE A. GLERUM, now executive secretary, American Red Cross, New Orleans, La.

MARION V. GRIFFITH, now with Church Mission of Help, White Plains, N. Y.

ISAAC GURMAN, now on staff, St. Louis Provident Association, St. Louis, Mo.

JOHN HALL, director, Omaha Welfare Federation and Community Chest, will become executive secretary, Seattle Community Fund, Seattle, Wash., after June 1.

ELLA F. HARRIS, now acting executive secretary, Council of Social Agencies, Philadelphia, Pa.

MRS. ALAN L. HART, formerly with Social Service Bureau, Spokane, Wash., now with First Day Nursery, Philadelphia, Pa.

AUGUST HECKSCHER, elected president, Child Welfare Committee of America, New York City.

LOUISE M. HERSEY, now secretary, Welfare Council of Ingham County, Lansing, Mich.

VIOLET HOAR, formerly public health nurse, Wayne County, Mich., now public health nurse, American Red Cross, Ford County, Kans.

FRANK R. HOERCHER, appointed life saving field representative, American Red Cross, eastern area.

JOSEPHINE JAMIESON, now on staff, Social Service Bureau, Spokane, Wash.

EMMA JENSEN, formerly with Family Social Work, Baltimore, Md., now supervisor, Central Assn., Racine, Wis.

MRS. MARY W. KEEFER, formerly case worker, U. S. Naval Hospital, Mare Island, Calif., now field director, Red Cross, U. S. Naval Hospital, San Diego, Calif., succeeding Lucille Henry.

MRS SERENE KONKEL, formerly with Minneapolis Confidential Exchange, now secretary, Social Service Exchange, Duluth, Minn.

SALLY JEAN LAIFER, now on staff, Bureau of Charities, southern district, Brooklyn, N. Y.

MRS. LOUISE W. LAUDER, now secretary, Travelers Aid, Worcester, Mass.

CHARLOTTE LOCKHART, acting general secretary, Social Service Bureau, Lansing, Mich., during absence of Ruth Bowen.

BEATRICE MCDANIEL, formerly with Associated Charities, Memphis, Tenn., now executive secretary, Mississippi County, Missouri.

W. A. MCINTYRE, now president, Grand Forks Community Chest, N. D.

CLARA DEAN MARSHALL, formerly with American Association of Social Workers, now with C. O. S., Yorkville, N. Y.

A. L. MAYER, formerly secretary, Y. M. C. A., Moline, Ill., now secretary, Y.M.C.A., Duluth, Minn.

EDWINA A. MEANY, formerly superintendent, northwest district, United Charities, Chicago, appointed secretary, Social Service Exchange, Chicago, Ill.

IDA M. MERRITT, formerly with Big Sisters, New York City, now case worker, Leake and Watts Orphanage, N. Y.

MADELINE U. MOORE, formerly research secretary, Charity Organization Society, N. Y. C., now extension secretary, Family Welfare Society, Queens, N. Y.

MRS. MABEL MYRICK, now on staff, Social Welfare League, Seattle, Wash.

MARY CARTER NELSON, appointed superintendent of nurses and principal of training school, Frances E. Willard Hospital, Chicago, Ill.

CHARLES L. NEWCOMB, now on staff, National Tuberculosis Association, New York City.

MRS. MARGARET F. NEWELL, appointed director, Red Cross Service, U. S. Veterans Hospital, Northport, Long Island, N. Y., succeeding Lillian T. Hennessey.

ALFREDA PAGE, formerly financial secretary, Campfire Girls, now with Assn. of Volunteers in Social Service, N. Y., succeeding Mrs. Richard Campbell.

INAH M. PETERSON, formerly with Oklahoma Children Home Society, now executive secretary, American Red Cross, Independence, Kans.

WARREN D. PIERCE, now promotion director, Boys' Club Federation, succeeding Eugene Beaupre.

MIRIAM PRICE, appointed executive secretary, American Red Cross, Easton, Pa.

LETITIA REID, now executive secretary, American Red Cross, Harrisburg, Pa., succeeding Margaret Renn.

VIRGINIA SHEPPARD, now on staff, Social Service Bureau, Spokane, Wash.

MRS. MARIE SHELTON, on staff, St. Louis Provident Assn., St. Louis, Mo.

MRS. W. H. SHULZE, now vice-president, Community Chest, Grand Forks, N. D.

F. LESLIE SMITH, now assistant director, social service department, Stanford University Hospitals, San Francisco, Calif.

JOHN A. SPARGO, elected chairman, Council of Social Agencies, Orange, N. J.

DR. HENRY SPENCER, now president of board, Willard Parker Hospital, New York City.

MARY A. STANTON, appointed field representative, American Red Cross, northern Iowa.

MARY STEER, formerly with State Charities Assn., now superintendent, St. Christopher's Home, Dobbs Ferry, N. Y.

ALBERT H. STONEMAN, former general secretary and state superintendent, Michigan Childrens Aid Society, now head worker, South End House, Boston, Mass.

CHRISTINE SUTHERLAND, now director, Goodhue Convalescent Home for Girls, New York.

FLORENCE SYTZ, formerly psychiatric social worker, Institute for Juvenile Research, Chicago, now instructor in sociology, Tulane University, New Orleans, La.

JANET KENT THROSON, formerly with Pittsburgh Associated Charities, now on staff, Child Guidance Clinic, Dobbs Ferry, N. Y.

MRS. CHARLOTTE D. TIMMERMAN, now assistant secretary, Community Chest, St. Joseph, Mo.

OLIVE VAN HORN, formerly with National Board, Y.W.C.A., New York City, now industrial secretary, Y.W.C.A., New York City.

CONRAD VAN HYING, formerly with St. Louis Provident Assn., now with Pa. Public Charities, Pittsburgh.

ROBERT S. WATSON, now industrial secretary, Chicago Tuberculosis Institute.

LOUISE OLIVE WHITESIDE, formerly public health nurse, Tazewell County, Virginia, now public health nurse, American Red Cross, Anderson County, Tex.

MILDRED WHITING, formerly nursing field representative, Vermont, now nursing field representative, eastern Mass. and Rhode Island.

HOMER WICKENDON, now general director, United Hospital Fund, succeeding Minott P. Osborn.

JOHN D. WRIGHT, formerly assistant scout director, St. Louis, Mo., now executive, Boy Scouts, Omaha, Nebr.

MRS. ROSE WRIGHT, formerly with American Red Cross, Ashley County, Ark., now public health nurse, American Red Cross, Grant County, Ark.

GOLDIE CORINNE YOUNG, now tuberculosis nurse, Portsmouth Bureau of Community Service, O.

EMMA L. ZANZINGER, formerly general secretary, Y.W.C.A., Holyoke, Mass., now general secretary, Y.W.C.A., Manchester, N. H.

Resignations and Leaves

HOLLYCE BROWN, case worker, Omaha Council of Churches, resigned.

MARGARET E. CONRAD, superintendent, Holyoke Hospital, Mass., resigned.

JANE FLETCHER, Family Welfare Assn., Montreal, Canada, resigned.

GLADYS JARRETT, health director, Y.W.C.A., Holyoke, Mass., resigned.

FRANCES KELSEY, director, of girls work, Y.W.C.A., Holyoke, Mass., resigned.

PHILOMENA MARSICANO, Bureau of Charities, Red Hook district, Brooklyn, N. Y., resigned.

PAYSON T. NEWTON, scout executive, Holyoke, Mass., resigned.

LYDIA ROMETSCH, secretary, Bureau of Charities, Red Hook district, Brooklyn, N. Y., resigned.

MRS. ADDIE J. SORTER, director, Girls Advisory and Protective Bureau, Kansas City, Mo., resigned.

CHAS. C. STILLMAN, secretary, Welfare Union, Grand Rapids, Mich., resigned to take effect July 1.

CHARLOTTE WHITING, executive director, Community Welfare League, Holyoke, Mass., resigned.

ELEANOR ZUPPANN, formerly with Guild for Public Health Nursing, resigned to become Mrs. Leonard Waldman.

Deaths

REV. J. F. BORER, director, Omaha Catholic Charities, died.

SISTER ELNA JOHANSSON, directing sister, Immanuel Deaconess Institute, died.

GEORGE F. LEMON, assistant court clerk, Children's Court, N. Y. C., died on March 21.

FRANK E. WADE, Buffalo, one of the founder of the probation system of New York State, died April 10.

MRS. SOL WEIL, founder of Benevolent Society, Goldsboro, N. C., died.

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NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp. 1914), 70 Fifth Ave., N.Y.C. (tel. Algonquin 9690). Promotes as its chief object the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. Its method is, in cooperation with other organization, to originate and disseminate educational material in the form of posters, books, bulletins, charts, slides, and insignia. Through its "Knighthood of Youth" it provides homes, schools and church schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

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NATIONAL CONFERENCE OF SOCIAL WORK—Porter R. Lee, president, New York, N. Y.; Howard R. Knight, sec'y, 277 E. Long St., Columbus, O. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-sixth annual meeting of the Conference will be held in San Francisco, California, from June 26th to July 3rd, 1929. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL CONGRESS OF PARENTS AND TEACHERS— Mrs. S. M. N. Marrs, President. Mrs. A. C. Watkins, Executive Secretary, 1201 Sixteenth Street, N. W., Washington, D. C. To develop cooperation between home and school, and an informed public opinion which will secure highest advantages for all children.

NATIONAL COUNCIL OF JEWISH WOMEN—Mrs. Joseph E. Friend, President; Mrs. Estelle M. Sternberger, Executive Secretary, 2109 Broadway, New York City. Program covers twelve departments in religious, educational, civic and legislative work, peace and social service. Official publication: "The Jewish Woman."

Department of Immigrant Aid and Immigrant Education, 799 Broadway, New York City. For the protection and education of immigrant women and girls. Maintains Bureau of International Service. Quarterly bulletin, "The Immigrant." Mrs. Maurice L. Goldman, Chairman: Cecilia Razovsky, Sec'y.

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To create and stimulate health consciousness and responsibility among the colored people in their own health problems.
To recruit, help educate and place young colored women in public health work.
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For brief discussion within the limits of the subjects selected, the material is admirably presented and many of the discussions contain facts and conclusions that should be in the equipment of every one interested in the social scene.

JOSEPH K. HART

University of Wisconsin

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